



GENERAL SERVICES ADMINISTRATION

Federal Supply Service

Authorized Federal Supply Schedule Price List

Price list current as of Modification # PA-0018 Effective 06/29/2020

Online access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through **GSA Advantage!**TM, a menu-driven database system. The Internet address for **GSA Advantage!**TM is: <http://www.GSAAdvantage.gov>.

GSA Multiple Award Schedule

Federal Supply Group: Professional Services

Contract Number: GS-00F-013GA

Contract Period: OCTOBER 4, 2016 THROUGH OCTOBER 03, 2021

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at <http://www.gsa.gov/schedules-ordering>

For more information, please contact:

Harry Boston (President) (202) 262-8098

Karen Harris-Garcia (VP, Business Development) – (865) 272-8400 x1119

Business Office: (866) 730-7353

Boston Government Services, LLC

2532 Jones Road

Lenoir City, TN 37771-3302

Telephone: (866) 730-7353

FAX Number: (865) 298-8357

Web Site: www.bgs-llc.com

E-mail: hboston@bgs-llc.com or kharris@bgs-llc.com

Contract Administration: Harry Boston

Business Size: Small, Disadvantaged, 8(a) Business

In accordance with 13 C.F.R. 121.404, the Contractor is ineligible to participate in any RFQ that is set aside for small business where the subject contract's awarded size status for the preponderance NAICS designated in the RFQ is "other than small".



SECTION I – CUSTOMER INFORMATION

1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:

SIN	SIN Title
OLM	Order Level Materials
541420	Engineering System Design and Integration Services
541715	Engineering Research and Development and Strategic Planning
541330ENG	Engineering Services
541611	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
611430	Professional and Management Development Training
541380	Testing Laboratory Services
541620	Environmental Consulting Services
611512	Flight Training

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.

The pricing for the awarded labor categories can be found in Section II.

1c. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate “Not applicable” for this item.

The labor rate descriptions can be found in Section III.

2. Maximum Order: \$1,000,000.00

3. Minimum Order: \$100.00

4. Geographic Coverage (delivery Area): Domestic only

5. Point(s) of production (city, county, and state or foreign country): Same as company address

6. Discount from list prices or statement of net price: Government net prices (discounts already deducted). See Attachment.

7. Quantity discounts: None Offered

8. Prompt payment terms: None

Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9a. Notification that Government purchase cards are accepted up to the micro-purchase threshold: Yes

9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold: will accept



10. Foreign items (list items by country of origin): None
- 11a. Time of Delivery (Contractor insert number of days): Specified on the Task Order
- 11b. Expedited Delivery. The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor
- 11c. Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor
- 11d. Urgent Requirements. The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery: Contact Contractor
12. F.O.B Points(s): Destination
- 13a. Ordering Address(es): Same as Contractor
- 13b. Ordering procedures: For supplies and services, the ordering procedures and information on Blanket Purchase Agreements (BPA’s) are found in Federal Acquisition Regulation (FAR) 8.405-3.
14. Payment address(es): Same as company address
15. Warranty provision.: Contractor’s standard commercial warranty.
16. Export Packing Charges (if applicable): N/A
17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro- purchase level): Contact Contractor
18. Terms and conditions of rental, maintenance, and repair (if applicable): N/A
19. Terms and conditions of installation (if applicable): N/A
20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): N/A
- 20a. Terms and conditions for any other services (if applicable): N/A
21. List of service and distribution points (if applicable): N/A
22. List of participating dealers (if applicable): N/A
23. Preventive maintenance (if applicable): N/A
- 24a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants: N/A
- 24b. Section 508 compliance (if applicable).



If applicable, Section 508 compliance on contract supplies and services are available in Electronic and Information Technology (EIT). BGS understands that Section 508 generally requires Federal agencies to ensure that EIT procurement accounts for all end users’ needs, including those of people with disabilities. As agencies identify Access Board technical provisions applicable to each order, BGS will meet those provisions. EIT standards are posted at www.Section508.gov/.

- 25. **Data Universal Numbering System (DUNS) number:** 802853544
- 26. **Notification regarding registration in System for Award Management (SAM) database:** Registered

SECTION II – LABOR RATES

The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

SINs	Labor Category	Contractor /Customer Facility	GSA Award Hourly Rate Year 1 10/4/2016 – 10/3/2017	GSA Award Hourly Rate Year 2 10/4/2017 – 10/3/2018	GSA Award Hourly Rate Year 3 10/4/2018 – 10/3/2019	GSA Award Hourly Rate Year 4 10/4/2019 – 10/3/2020	GSA Award Hourly Rate Year 5 10/4/2020 – 10/3/2021
541420 541715 541330ENG 541611 611430 541380 541620 611512	Associate, Senior	Both	N/A	\$288.80	\$293.99	\$299.29	\$304.67
541420 541715 541330ENG 541611 611430 541380 541620 611512	Consultant II	Both	\$143.96	\$146.56	\$149.19	\$151.88	\$154.61
541420 541715 541330ENG 541611 611430 541380 541620 611512	Document Control Administrator/ Records Management Specialist (DCA/RMS)	Both	\$44.34	\$45.14	\$45.96	\$46.78	\$47.62
541420 541715 541330ENG 541611 611430 541380 541620 611512	Document Control Administrator/ Records Management Specialist (DCA/RMS) Manager	Both	\$79.36	\$80.79	\$82.24	\$83.72	\$85.23
541420 541715 541330ENG 541611 611430 541380 541620 611512	Engineering Technician, Senior	Both	N/A	\$88.87	\$90.47	\$92.09	\$93.75
541420 541715 541330ENG	Estimator, Principal	Both	\$145.32	\$147.93	\$150.59	\$153.31	\$156.07



SINs	Labor Category	Contractor /Customer Facility	GSA Award Hourly Rate Year 1 10/4/2016 – 10/3/2017	GSA Award Hourly Rate Year 2 10/4/2017 – 10/3/2018	GSA Award Hourly Rate Year 3 10/4/2018 – 10/3/2019	GSA Award Hourly Rate Year 4 10/4/2019 – 10/3/2020	GSA Award Hourly Rate Year 5 10/4/2020 – 10/3/2021
541611 611430 541380 541620 611512							
541420 541715 541330ENG 541611 611430 541380 541620 611512	Estimator, Senior	Both	\$126.89	\$129.18	\$131.50	\$133.87	\$136.28
541420 541715 541330ENG 541611 611430 541380 541620 611512	Executive Consultant, Senior	Both	\$200.17	\$203.77	\$207.44	\$211.17	\$214.97
541420 541715 541330ENG 541611 611430 541380 541620 611512	Executive Engineer	Both	N/A	\$258.34	\$262.99	\$267.73	\$272.55
541420 541715 541330ENG 541611 611430 541380 541620 611512	Lead Engineer/Scientist II	Both	N/A	\$212.26	\$216.08	\$219.97	\$223.93
541420 541715 541330ENG 541611 611430 541380 541620 611512	Nuclear Criticality Safety Professional	Both	N/A	\$175.76	\$178.92	\$182.14	\$185.42
541420 541715 541330ENG 541611 611430 541380 541620 611512	Program Analyst	Both	\$65.38	\$66.55	\$67.75	\$68.97	\$70.21
541420 541715 541330ENG 541611 611430 541380 541620 611512	Program Manager I	Both	\$105.56	\$107.46	\$109.40	\$111.37	\$113.37



SINs	Labor Category	Contractor /Customer Facility	GSA Award Hourly Rate Year 1 10/4/2016 – 10/3/2017	GSA Award Hourly Rate Year 2 10/4/2017 – 10/3/2018	GSA Award Hourly Rate Year 3 10/4/2018 – 10/3/2019	GSA Award Hourly Rate Year 4 10/4/2019 – 10/3/2020	GSA Award Hourly Rate Year 5 10/4/2020 – 10/3/2021
541420 541715 541330ENG 541611 611430 541380 541620 611512	Program Manager II	Both	\$115.72	\$117.81	\$119.93	\$122.09	\$124.28
541420 541715 541330ENG 541611 611430 541380 541620 611512	Program Manager III	Both	\$125.73	\$127.99	\$130.29	\$132.64	\$135.03
541420 541715 541330ENG 541611 611430 541380 541620 611512	Program Manager IV	Both	\$155.81	\$158.62	\$161.47	\$164.38	\$167.34
541420 541715 541330ENG 541611 611430 541380 541620 611512	Program Manager V	Both	\$206.59	\$210.31	\$214.10	\$217.95	\$221.88
541420 541715 541330ENG 541611 611430 541380 541620 611512	Program Specialist I	Both	\$54.01	\$54.98	\$55.97	\$56.98	\$58.01
541420 541715 541330ENG 541611 611430 541380 541620 611512	Program Specialist II	Both	\$58.72	\$59.78	\$60.85	\$61.95	\$63.06
541420 541715 541330ENG 541611 611430 541380 541620 611512	Project Controls Manager	Both	\$146.61	\$149.25	\$151.94	\$154.67	\$157.45
541420 541715 541330ENG 541611 611430	Project Controls Specialist I	Both	\$59.86	\$60.93	\$62.03	\$63.15	\$64.28



SINs	Labor Category	Contractor /Customer Facility	GSA Award Hourly Rate Year 1 10/4/2016 – 10/3/2017	GSA Award Hourly Rate Year 2 10/4/2017 – 10/3/2018	GSA Award Hourly Rate Year 3 10/4/2018 – 10/3/2019	GSA Award Hourly Rate Year 4 10/4/2019 – 10/3/2020	GSA Award Hourly Rate Year 5 10/4/2020 – 10/3/2021
541380 541620 611512							
541420 541715 541330ENG 541611 611430 541380 541620 611512	Project Controls Specialist II	Both	\$74.83	\$76.17	\$77.54	\$78.94	\$80.36
541420 541715 541330ENG 541611 611430 541380 541620 611512	Project Controls Specialist IV	Both	\$104.75	\$106.64	\$108.56	\$110.51	\$112.50
541420 541715 541330ENG 541611 611430 541380 541620 611512	Project Controls Specialists, Principal	Both	\$127.70	\$130.00	\$132.34	\$134.72	\$137.15
541420 541715 541330ENG 541611 611430 541380 541620 611512	Project Controls Supervisor	Both	\$143.96	\$146.56	\$149.19	\$151.88	\$154.61
541420 541715 541330ENG 541611 611430 541380 541620 611512	Project Controls, Associate I	Both	\$44.34	\$45.14	\$45.96	\$46.78	\$47.62
541420 541715 541330ENG 541611 611430 541380 541620 611512	Project Controls, Associate II	Both	\$56.77	\$57.79	\$58.83	\$59.89	\$60.96
541420 541715 541330ENG 541611 611430 541380 541620 611512	Project Manager III	Both	\$123.48	\$125.70	\$127.96	\$130.26	\$132.61
541420 541715	Project Support Manager, Senior	Both	\$134.68	\$137.11	\$139.57	\$142.09	\$144.64



SINs	Labor Category	Contractor /Customer Facility	GSA Award Hourly Rate Year 1 10/4/2016 – 10/3/2017	GSA Award Hourly Rate Year 2 10/4/2017 – 10/3/2018	GSA Award Hourly Rate Year 3 10/4/2018 – 10/3/2019	GSA Award Hourly Rate Year 4 10/4/2019 – 10/3/2020	GSA Award Hourly Rate Year 5 10/4/2020 – 10/3/2021
541330ENG 541611 611430 541380 541620 611512							
541420 541715 541330ENG 541611 611430 541380 541620 611512	Project Support Specialist	Both	N/A	\$51.88	\$52.81	\$53.76	\$54.73
541420 541715 541330ENG 541611 611430 541380 541620 611512	Quality Assurance Specialist II	Both	\$98.37	\$100.14	\$101.94	\$103.77	\$105.64
541420 541715 541330ENG 541611 611430 541380 541620 611512	Quality Assurance Specialist III	Both	\$115.72	\$117.81	\$119.93	\$122.09	\$124.28
541420 541715 541330ENG 541611 611430 541380 541620 611512	Research Analyst I	Both	\$64.80	\$65.97	\$67.16	\$68.37	\$69.60
541420 541715 541330ENG 541611 611430 541380 541620 611512	Research Analyst II	Both	\$69.12	\$70.36	\$71.63	\$72.92	\$74.23
541420 541715 541330ENG 541611 611430 541380 541620 611512	Safety Analyst IV	Both	N/A	\$144.93	\$147.54	\$150.20	\$152.90
541420 541715 541330ENG 541611 611430 541380 541620	Security Consultant I	Both	N/A	\$144.67	\$147.28	\$149.93	\$152.63



SINs	Labor Category	Contractor /Customer Facility	GSA Award Hourly Rate Year 1 10/4/2016 – 10/3/2017	GSA Award Hourly Rate Year 2 10/4/2017 – 10/3/2018	GSA Award Hourly Rate Year 3 10/4/2018 – 10/3/2019	GSA Award Hourly Rate Year 4 10/4/2019 – 10/3/2020	GSA Award Hourly Rate Year 5 10/4/2020 – 10/3/2021
611512							
541420 541715 541330ENG 541611 611430 541380 541620 611512	Security Consultant II	Both	N/A	\$158.55	\$161.40	\$164.31	\$167.26
541420 541715 541330ENG 541611 611430 541380 541620 611512	Security Consultant III	Both	N/A	\$169.44	\$172.49	\$175.59	\$178.75
541420 541715 541330ENG 541611 611430 541380 541620 611512	Senior Engineer I	Both	\$129.50	\$131.83	\$134.20	\$136.62	\$139.08
541420 541715 541330ENG 541611 611430 541380 541620 611512	Senior Engineer II	Both	\$139.67	\$142.18	\$144.74	\$147.35	\$150.00
541420 541715 541330ENG 541611 611430 541380 541620 611512	Senior Engineer III	Both	\$149.96	\$152.66	\$155.40	\$158.20	\$161.05
541420 541715 541330ENG 541611 611430 541380 541620 611512	Senior Program Analyst	Both	\$108.12	\$110.07	\$112.05	\$114.07	\$116.12
541420 541715 541330ENG 541611 611430 541380 541620 611512	Senior Project Manager	Both	\$125.94	\$128.21	\$130.52	\$132.87	\$135.26
541420 541715 541330ENG 541611	Software Designer	Both	\$60.43	\$61.52	\$62.62	\$63.75	\$64.90



SINs	Labor Category	Contractor /Customer Facility	GSA Award Hourly Rate Year 1 10/4/2016 – 10/3/2017	GSA Award Hourly Rate Year 2 10/4/2017 – 10/3/2018	GSA Award Hourly Rate Year 3 10/4/2018 – 10/3/2019	GSA Award Hourly Rate Year 4 10/4/2019 – 10/3/2020	GSA Award Hourly Rate Year 5 10/4/2020 – 10/3/2021
611430 541380 541620 611512							
541420 541715 541330ENG 541611 611430 541380 541620 611512	Software Engineer, Senior	Both	\$118.06	\$120.19	\$122.35	\$124.55	\$126.80
541420 541715 541330ENG 541611 611430 541380 541620 611512	Subject Matter Expert	Both	\$148.13	\$150.80	\$153.51	\$156.27	\$159.09
541420 541715 541330ENG 541611 611430 541380 541620 611512	Subject Matter Expert I	Both	\$164.61	\$167.57	\$170.59	\$173.66	\$176.79
541420 541715 541330ENG 541611 611430 541380 541620 611512	Subject Matter Expert II	Both	\$186.04	\$189.39	\$192.79	\$196.26	\$199.80
541420 541715 541330ENG 541611 611430 541380 541620 611512	Subject Matter Expert III	Both	\$217.03	\$220.94	\$224.92	\$228.96	\$233.09
541420 541715 541330ENG 541611 611430 541380 541620 611512	Subject Matter Expert IV	Both	\$248.04	\$252.50	\$257.05	\$261.67	\$266.38
541420 541715 541330ENG 541611 611430 541380 541620 611512	Supervisory Engineer	Both	N/A	\$234.81	\$239.04	\$243.34	\$247.72
541420	Systems Analyst, Junior	Both	\$99.73	\$101.52	\$103.35	\$105.21	\$107.10



SINs	Labor Category	Contractor /Customer Facility	GSA Award Hourly Rate Year 1 10/4/2016 – 10/3/2017	GSA Award Hourly Rate Year 2 10/4/2017 – 10/3/2018	GSA Award Hourly Rate Year 3 10/4/2018 – 10/3/2019	GSA Award Hourly Rate Year 4 10/4/2019 – 10/3/2020	GSA Award Hourly Rate Year 5 10/4/2020 – 10/3/2021
541715 541330ENG 541611 611430 541380 541620 611512							
541420 541715 541330ENG 541611 611430 541380 541620 611512	Systems Analyst, Senior	Both	\$145.03	\$147.64	\$150.30	\$153.00	\$155.76
541420 541715 541330ENG 541611 611430 541380 541620 611512	Systems Engineer, Senior	Both	\$159.26	\$162.13	\$165.04	\$168.01	\$171.04
541420 541715 541330ENG 541611 611430 541380 541620 611512	Technical Consultant, Senior	Both	\$155.60	\$158.40	\$161.25	\$164.15	\$167.10
541420 541715 541330ENG 541611 611430 541380 541620 611512	Technical Writer, Senior	Both	N/A	\$77.76	\$79.16	\$80.58	\$82.03
541420 541715 541330ENG 541611 611430 541380 541620 611512	Technical Writer/Editor I**	Both	\$47.40	\$48.25	\$49.12	\$50.00	\$50.90
541420 541715 541330ENG 541611 611430 541380 541620 611512	Technical Writer/Editor II**	Both	\$62.21	\$63.33	\$64.47	\$65.63	\$66.81
541420 541715 541330ENG 541611 611430 541380	Training & Development Specialist	Both	N/A	\$72.95	\$74.26	\$75.60	\$76.96



SINs	Labor Category	Contractor /Customer Facility	GSA Award Hourly Rate Year 1 10/4/2016 – 10/3/2017	GSA Award Hourly Rate Year 2 10/4/2017 – 10/3/2018	GSA Award Hourly Rate Year 3 10/4/2018 – 10/3/2019	GSA Award Hourly Rate Year 4 10/4/2019 – 10/3/2020	GSA Award Hourly Rate Year 5 10/4/2020 – 10/3/2021
541620 611512							
541420 541715 541330ENG 541611 611430 541380 541620 611512	Training & Development Specialist, Senior	Both	N/A	\$83.14	\$84.64	\$86.16	\$87.71
541420 541715 541330ENG 541611 611430 541380 541620 611512	Training & Qualifications Specialist, Senior	Both	N/A	\$127.08	\$129.37	\$131.70	\$134.07

SECTION III - LABOR CATEGORY DESCRIPTIONS

BGS Labor Category	Duties & Experience	Min. Years of Experience	Education
Associate, Senior	Experienced, highly-skilled professionals, with many years of experience and having unique technical and management responsibilities for leading major engineering and business activities. Capable of successful leadership of major projects that involve engineering and management teams composed of engineers, scientists, and management professionals. Fully capable of directing programs and projects that involve analyzing, designing, developing, integrating, testing, and maintaining complex systems and solutions. Strong technical skills in engineering and science. Strong business skills in program management, project management, and technology transfer.	25	Bachelor's degree in Engineering.
Consultant II	Under general supervision, provides expertise knowledge or technique in a specific subject area, such as business management, business operations, strategic development and planning, process engineering, plus others. Functions as the organizational ambassador for their knowledge area, and applies their expertise to support an organization's vision and strategic direction.	10	Bachelor's Degree
Document Control Administrator/ Records Management Specialist (DCA/RMS)	Receive and maintain documents in the Records Management System. Maintain Document Control and Record Management logs and electronic files. File and maintain approved and superseded documents and records. Check, edit and assign control numbers to a variety of documents as required to ensure standards are maintained. Coordinate the issuance and distribution of new and revised documents (track throughout the review process, resolve and incorporate comments, issue, and distribute, as appropriate. Format and standardize material for reports, presentations, proposals, and marketing collateral. Draft, revise, and edit operational, technical, and administrative procedures and documents. Perform technical writing and editing.	3	Bachelor's Degree



BGS Labor Category	Duties & Experience	Min. Years of Experience	Education
Document Control Administrator/ Records Management Specialist (DCA/RMS) Manager	Manage the receipt, and maintenance of documents in the Records Management System per NARA and government agency requirements. Supervise the maintenance of Document Control and Record Management logs and electronic files per regulations and requirements. Oversee the issuance and distribution of new and revised documents (track throughout the review process, resolve and incorporate comments, issue, and distribute, as appropriate). Review standardization of reports, presentations, proposals, and marketing collateral.	7	Bachelor's Degree
Engineering Technician, Senior	Uses the principles and theories of engineering, math and science to solve technical problems within discipline in support of engineering and engineering research. Supports engineering/projects in the performance of complex and demanding assignments requiring initiative and independent judgment.	10	Associate's degree in Engineering or related
Estimator, Principal	Under limited direction, participates in Functional Strategic planning. Initiates and/or leads field activities relevant to construction estimating. Frequent interaction with functional Engineering, leadership, project personnel, engineers, and estimating team construction and/or members. Assists in activities with respect to estimate quality; estimating; execution; planning; staffing; consistency; systems training; and employee performance appraisal, career development, and counseling. Leads customers to the best systems and methods for their application. Serves as an intra-corporate expert on estimating methods and systems. Experience using any of the RS Means and MC2 programs preferred.	20	Bachelor's Degree
Estimator, Senior	Under general direction, participates in Functional Strategic planning; Initiates and/or participates in field experience relevant to developmental activities; Frequent interaction with functional Engineering, leadership, project personnel, engineers and estimating team Construction, and/or members; Assist in any activities with respect to estimate quality; estimating. execution; planning; staffing; consistency; systems training; employee performance appraisal. career development, and counseling; Lead customers to the best systems and methods for their application; Serve as an intra- corporate expert on estimating methods and systems. Experience using any of the RS Means and MC2 programs.	10	Bachelor's Degree
Executive Consultant, Senior	A professional with relevant technical or management experience. Recognized as a subject matter expert in his or her area of expertise. Experience at the executive management or senior technical level. Successful as a leader or expert for complex projects, organizations, or technical areas. 15 years of experience and Bachelor's Degree.	15	Bachelor's Degree Master's Degree preferred or a minimum of 10 years of experience in an executive level position
Executive Engineer	Senior technical leaders with significant experience, having technical and project management responsibilities for supporting engineering activities. Capable of successful leadership of projects that involve engineering and management teams composed of engineers, scientists, and management professionals. Fully capable of directing projects that involve analyzing, designing, developing, integrating, testing, and maintaining complex engineered systems and solutions. Strong technical skills in engineering and science.	20	Bachelor's degree in Engineering discipline. Advanced degree in Engineering desired.
Lead Engineer/ Scientist II	Experienced and competent engineers and scientists with strong technical skills in engineering and science.. Engineering project leader having responsibilities for conducting routine project execution activities. Capable of successful project leadership of teams composed of engineers, scientists, and management professionals. Capable of managing junior engineers in projects	10	Bachelor's degree in Engineering or Science-related field.



BGS Labor Category	Duties & Experience	Min. Years of Experience	Education
	that involve analyzing, designing, developing, integrating, testing, and maintaining complex engineered systems and solutions.		
Nuclear Criticality Safety Professional, Senior	Provides technical capabilities in Nuclear Criticality Safety (NCS) to ensure fissile materials are processed, stored, transferred, and handled safely so that personnel and property are protected against a nuclear criticality accident. Performs analysis of equipment, processes, and procedures prescribing correct methods, control requirements, and limitations. Conducts surveillances, inspections, walkthroughs, appraisals, or audits of fissile material operations to ensure compliance with approvals. Provides specific NCS professional interpretations and advice to operating areas. Assists in training employees in basic NCS and NCS controls. Validates, maintains, and operates nuclear computer codes and nuclear cross-sections; proficient in the use of SCALE. Experience in the application of DOE rules, guides, orders, standards, and handbooks, including 10CFR830, is required.	10	Bachelor's degree in Engineering or related Science.
Program Analyst	Provide support for operations evaluations, assessments, readiness reviews, and inspections. Support operation and compliance based assessments. Support evaluation and resolution of issues. Support the tracking and trending of assessments and evaluation results. Support technical reviews of documentation.	5	Bachelor's Degree
Program Manager I	Responsible for the overall management and execution of programs in accordance with the contract. Responsible for tracking and reporting project progress and performance and for taking actions to assure delivery of products and services that meet client expectations. Responsible for execution or work in accordance with quality standards.	5	Bachelor's Degree
Program Manager II	Responsible for the overall management and execution of programs in accordance with the contract. Responsible for tracking and reporting project progress and performance and for taking actions to assure delivery of products and services that meet client expectations. Responsible for execution or work in accordance with quality standards. Manage contract support operations with no supervision. Specific responsibilities include the technical, schedule, and budget requirements, in accordance with the customer contract, and compliance with applicable FAR & DFAR regulations.	10	Bachelor's Degree
Program Manager III	Responsible for the overall management and execution of programs in accordance with the contract. Responsible for tracking and reporting project progress and performance and for taking actions to assure delivery of products and services that meet client expectations. Responsible for execution or work in accordance with quality standards. Experience directing and controlling large and complex major program activities and ensuring the delivery of quality technical products. Manage contract support operations with no supervision, handle multiple types of mid to large-scale programs involving multiple projects and personnel.	15	Bachelor's Degree
Program Manager IV	Responsible for the overall management and execution of programs in accordance with the contract. Responsible for tracking and reporting project progress and performance and for taking actions to assure delivery of products and services that meet client expectations. Responsible for execution or work in accordance with quality standards. Experience directing and controlling large and complex major program activities and ensuring the delivery of quality technical products. Manage contract support operations with no supervision, handle multiple types of mid to large-scale programs involving multiple projects and personnel. Recognized as a highly skilled management professional, with at least 20 years of experience successfully managing of large programs.	20	Bachelor's Degree



BGS Labor Category	Duties & Experience	Min. Years of Experience	Education
Program Manager V	Responsible for the overall management and execution of programs in accordance with the contract. Responsible for tracking and reporting project progress and performance and for taking actions to assure delivery of products and services that meet client expectations. Responsible for execution or work in accordance with quality standards. Experience directing and controlling large and complex major program activities and ensuring the delivery of quality technical products. Manage contract support operations with no supervision, handle multiple types of mid to large-scale programs involving multiple projects and personnel. Recognized as a highly skilled management professional, with at least 20 years of experience successfully managing of large programs.	25	Bachelor's Degree
Program Specialist I	Provide status updates of project/program activities to the Project/Program Manager, including weekly report detailing progress toward milestones, project issues, monthly budget status. Assists in the production of analysis reports. Coordinates logistics for project meetings and events. Maintains project records and documents.	3	Associate's degree
Program Specialist II	Provide status updates of project/program activities to the Project/Program Manager, including weekly report detailing progress toward milestones, project issues, monthly budget status. Assists in the production of analysis reports. Coordinates logistics for project meetings and events. Maintains project records and documents.	5	Associate's degree
Project Control, Associate I	Under direct supervision, performs Project Controls job functions as assigned by management. Typical field experience, or an job responsibilities are to assist and support management in ensuring proper control, tracking and cost accounting for project of education and cost and work scope alignment with the approved project Work Breakdown Structure and coding. The specific work assignment may include duties or activities that assist and support management.	1	Associate's Degree
Project Control, Associate II	Under direct supervision, performs Project Controls job functions as assigned by management. Typical field experience, or an job responsibilities are to assist and support management in ensuring proper control, tracking and cost accounting for project of education and cost and work scope alignment with the approved project Work Breakdown Structure and coding. The specific work assignment may include duties or activities that assist and support management.	3	Associate's Degree
Project Controls Manager	Serves as the lead project controls resource on the project. Works under the direction of a Project Manager. Fully capable and proficient with all controls tools and techniques. Primary responsibility for developing estimates, schedules, and reports. Performs analyst duties with little or no supervision. Interfaces with technical staff to obtain and organize information. Regularly prepares memoranda and written reports. Calculates performance indices and variances. Provides interpretations and analysis. Identifies and understands critical path activities. Prepares sensitivity, contingency, and project risk analyses. Integrates data prepared by staff and compiles/ edits into cohesive documents and work products. Organizes and controls (electronically, hard copy) all project controls information in a central location. Supervises junior staff on the project and provides technical oversight.	10	Bachelor's Degree
Project Controls Specialist I	Under direction of a Senior Project Controls Analyst or higher, and as part of a team, gathers and prepares data necessary to develop and maintain schedules, estimates, work packages, monthly reports, and other controls documents and tools. Extracts and calculates performance measurement indices, interviews technical staff as needed to obtain data. Occasionally provides interpretation and analysis of indices. Fully proficient with controls tools, such as P3, MS Office Suite, and other packages.	3	Bachelor's Degree



BGS Labor Category	Duties & Experience	Min. Years of Experience	Education
Project Controls Specialist II	Under direction of a Senior Project Controls Analyst or higher, and as part of a team, gathers and prepares data necessary to develop and maintain schedules, estimates, work packages, monthly reports, and other controls documents and tools. Extracts and calculates performance measurement indices, interviews technical staff as needed to obtain data. Occasionally provides interpretation and analysis of indices. Fully proficient with controls tools, such as P3, MS Office Suite, and other packages.	6	Bachelor's Degree
Project Controls Specialist IV	Serve as a thought-leader and technical expert in cost control, planning/scheduling, and estimating. Successfully manage the relationships between the project controls functions—estimating, planning/scheduling, cost control, and risk management—for a project or program. Create, implement, and execute proper controls to proactively support, monitor, and communicate budget, actual status, and forecast costs, labor hours and quantities for business group and cross-business group projects. Lead the management of cost and quantities on projects and assist with risk management. Develop and execute systems of control to manage the most critical measures and provide timely feedback to project and business group management.	12	Bachelor's Degree
Project Controls Specialist, Principal	Serve as a thought-leader and technical expert in cost control, planning/scheduling, and estimating. Successfully manage the relationships between the project controls functions—estimating, planning/scheduling, cost control, and risk management—for a project or program. Create, implement, and execute proper controls to proactively support, monitor, and communicate budget, actual status, and forecast costs, labor hours and quantities for business group and cross-business group projects. Lead the management of cost and quantities on projects and assist with risk management. Develop and execute systems of control to manage the most critical measures and provide timely feedback to project and business group management.	15	Bachelor's Degree
Project Controls Supervisor	Under general direction, performs Project Controls job functions as assigned by management. Provides supervision of project control staff and activities. Typical job responsibilities are to assist and support management in ensuring proper cost control, tracking and cost accounting for project cost and work scope alignment with the approved project Work Breakdown Structure and coding, schedule development, status, and control, and work scope alignment with the approved project Work Breakdown Structure and coding. The specific work assignment may include duties or activities that assist and support project and functional management.	12	Bachelor's Degree
Project Manager III	Working under no supervision is responsible for project and business management of a project including contractual requirements, development and coordination of schedules and budgets, management of direct and support staff, and procurement of materials, etc.	15	Bachelor's Degree
Project Support Manager, Senior	Under limited supervision, performs Project Support job functions as assigned by management. Typical job responsibilities include assisting and supporting management in ensuring that all site Project Support is conducted in a manner that is safe, cost effective and fully compliant with corporate procedures and all contractual, statutory, and regulatory requirements. The specific work assignment may include duties or activities that assist and support management in several functional areas, in addition to other duties as assigned.	15	Bachelor's Degree
Project Support Specialist	Provides administrative support for projects and programs to include records management, training, meeting and event coordination, scheduling, budgeting, plan development and progress reporting, problem resolution, inventory management, accounts receivable/payable, and monthly expense reporting.	5	High School Diploma



BGS Labor Category	Duties & Experience	Min. Years of Experience	Education
Quality Assurance Specialist II	Under general supervision, performs quality assurance efforts requiring the application of standard and complex techniques and procedures. Responsible for preparation of quality assurance documents and procedures, and assisting all levels of division or project personnel in quality related matters. Knowledge is obtained on a continuing developmental level.	5	Bachelor's Degree
Quality Assurance Specialist III	Under general supervision, performs quality assurance efforts requiring the application of standard and complex techniques and procedures. Responsible for preparation of quality assurance documents and procedures, and assisting all levels of division or project personnel in quality related matters. Knowledge is obtained on a continuing developmental level.	10	Bachelor's Degree
Research Analyst I	Design, develop, analyze, and conduct studies, queries, analyses, and evaluations. Perform collection and analysis of data sets in conjunction with the project objectives.	3	Bachelor's degree.
Research Analyst II	Design, develop, analyze, and conduct studies, queries, analyses, and evaluations. Perform collection and analysis of data sets in conjunction with the project objectives.	5	Bachelor's degree.
Safety Analyst IV	Will analyze and identify complex data collected from engineering facilities for risk, safety, environmental, or reliability concerns and recommend corrective action when required. Lead, conduct, and evaluate detailed reviews of complex operations to identify hazards and develop appropriate controls. Review, from a broad technical perspective, the structures, systems, components, processes, materials, potential energy sources used in facilities, and identify hazards, postulate credible accidents, consider regulatory compliance, and provide solutions (e.g., develop appropriate engineering and/or administrative controls).	15	Bachelor's degree is required. Focus within physical science, engineering or biological science is preferred.
Security Consultant I	This position provides highly specialized guidance and in-depth experience and knowledge of Safeguards & Security or Emergency Preparedness technical disciplines, as well as methodologies required for analyzing extremely complex projects. This person must be capable of providing very high level expertise in providing functional and technical support to top-level management. Work activities must include knowledge and integration of the best industry practices. Recognized as a subject matter expert in his/her area of expertise. Duties and responsibilities include leadership or participation on expert teams, development of technical reports, client interface, conducting project meetings, analysis of complex situations, and delivery of high-level technical products.	10	Bachelor's degree. Advanced degree in Engineering, Science, Mathematics, Criminal Justice or related field desired.
Security Consultant II	This position provides highly specialized guidance and in-depth experience and knowledge of Safeguards & Security or Emergency Preparedness technical disciplines, as well as methodologies required for analyzing extremely complex projects. This person must be capable of providing very high level expertise in providing functional and technical support to top-level management. Work activities must include knowledge and integration of the best industry practices. Recognized as a subject matter expert in his/her area of expertise. Duties and responsibilities include leadership or participation on expert teams, development of technical reports, client interface, conducting project meetings, analysis of complex situations, and delivery of high-level technical products.	15	Bachelor's degree. Advanced degree in Engineering, Science, Mathematics, Criminal Justice or related field desired.
Security Consultant III	This position provides highly specialized guidance and in-depth experience and knowledge of Safeguards & Security or Emergency Preparedness technical disciplines, as well as methodologies required for analyzing extremely complex projects. This person must be capable of providing very high level expertise in providing functional and technical support to top-level management. Work activities must include knowledge and integration of the best industry practices. Recognized as a subject matter expert in his/her area of expertise. Duties and responsibilities include leadership or participation on expert teams, development of technical reports, client interface,	20	Bachelor's degree. Advanced degree in Engineering, Science, Mathematics, Criminal Justice or related field desired.



BGS Labor Category	Duties & Experience	Min. Years of Experience	Education
	conducting project meetings, analysis of complex situations, and delivery of high-level technical products.		
Senior Engineer I	Under direct supervision performs Engineering job functions as assigned by management. Typical job related to scope, or responsibilities assist and support management in engineering equipment design and development; system design; materials capability testing; review, checking and commenting on design/drawings/data prepared by subordinate engineers and subcontractors; engineering studies and report preparation; and engineering computer programming as assigned.	5	Bachelor's Degree
Senior Engineer II	Under direct supervision performs Engineering job functions as assigned by management. Typical job related to scope, or responsibilities assist and support management in engineering equipment design and development; system design; materials capability testing; review; checking and commenting on design/drawings/data prepared by subordinate engineers and subcontractors; engineering studies and report preparation; and engineering computer programming as assigned. Implements engineering procedures and processes. Able to plan or direct a routine task. Works independently, prepares reports for the client.	10	Bachelor's Degree in Engineering
Senior Engineer III	Under limit supervision performs Engineering job functions as assigned by management. Typical job related to scope, or responsibilities assist and support management in engineering equipment design and development; system design; materials capability testing; review; checking and commenting on design/drawings/data prepared by subordinate engineers and subcontractors; engineering studies and report preparation; and engineering computer programming as assigned. Implements engineering procedures and processes. Able to plan or direct a routine task. Works independently, prepares reports for the client.	15	Bachelor's Degree in Engineering
Senior Program Analyst	Provide support for operations evaluations, assessments, readiness reviews, and inspections. Support operation and compliance based assessments. Support evaluation and resolution of issues. Support the tracking and trending of assessments and evaluation results. Support technical reviews of documentation. Provide regulatory reviews for compliance and implementation plans.	10	Bachelor's degree.
Senior Project Manager	Working under no supervision is responsible for project and business management of a project including contractual requirements, development and coordination of schedules and budgets, management of direct and support staff, and procurement of materials, etc.	15	Bachelor's degree.
Software Designer	Analyzes functional business applications and design specifications for functional activities. Translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product.	3	Bachelor's Degree
Software Engineer, Senior	Analyzes and studies complex system requirements. Designs software tools and subsystems to support software reuse and domain analyses, and manages their implementation. Manages software development and support using formal specifications, data flow diagrams, other accepted design techniques and CASE tools. Estimates software development costs and schedule. Reviews existing programs and assists in making refinements, reducing operating time, and improving current techniques. Supervises software configuration management.	10	Bachelor's Degree



BGS Labor Category	Duties & Experience	Min. Years of Experience	Education
Subject Matter Expert (SME)	Provides highly specialized guidance and in-depth experience and knowledge of environmental technical issues, as well as methodologies required for analyzing extremely complex projects. This person must be capable of providing very high level expertise in providing functional and technical support to top-level management. Work activities must include the integration of the best industry practices and risk reduction in implementing new technologies, methods, and processes. Individual must possess job knowledge and skills that enable identification, evaluation, and control of complex environmental issues.	10	Bachelor's Degree
Subject Matter Expert (SME) I	Provides highly specialized guidance and in-depth experience and knowledge of environmental technical issues, as well as methodologies required for analyzing extremely complex projects. This person must be capable of providing very high level expertise in providing functional and technical support to top-level management. Work activities must include the integration of the best industry practices and risk reduction in implementing new technologies, methods, and processes. Individual must possess job knowledge and skills that enable identification, evaluation, and control of complex environmental issues.	15	Bachelor's Degree
Subject Matter Expert (SME) II	Provides highly specialized guidance and in-depth experience and knowledge of environmental technical issues, as well as methodologies required for analyzing extremely complex projects. This person must be capable of providing very high level expertise in providing functional and technical support to top-level management. Work activities must include the integration of the best industry practices and risk reduction in implementing new technologies, methods, and processes. Individual must possess job knowledge and skills that enable identification, evaluation, and control of complex environmental issues.	20	Bachelor's Degree
Subject Matter Expert (SME) III	Provides highly specialized guidance and in-depth experience and knowledge of environmental technical issues, as well as methodologies required for analyzing extremely complex projects. This person must be capable of providing very high level expertise in providing functional and technical support to top-level management. Work activities must include the integration of the best industry practices and risk reduction in implementing new technologies, methods, and processes. Individual must possess job knowledge and skills that enable identification, evaluation, and control of complex environmental issues.	25	Bachelor's Degree
Subject Matter Expert (SME) IV	Provides highly specialized guidance and in-depth experience and knowledge of environmental technical issues, as well as methodologies required for analyzing extremely complex projects. This person must be capable of providing very high level expertise in providing functional and technical support to top-level management. Work activities must include the integration of the best industry practices and risk reduction in implementing new technologies, methods, and processes. Individual must possess job knowledge and skills that enable identification, evaluation, and control of complex environmental issues.	30	Bachelor's Degree
Supervisory Engineer	Experienced and competent engineers and scientists. Technical leaders having project management responsibilities for conducting engineering activities. Capable of successful leadership of projects that involve engineering and management teams composed of engineers, scientists, and management professionals. Capable of managing projects that involve analyzing, designing, developing, integrating, testing, and maintaining complex engineered systems and solutions. Strong technical skills in engineering and science.	15	Bachelor's degree in Engineering discipline. Advanced degree in Engineering desired.



BGS Labor Category	Duties & Experience	Min. Years of Experience	Education
Systems Analyst, Junior	<p>Analyzes and develops computer software possessing a wide range of capabilities, including numerous engineering, business, and records management functions. Develops plans for automated information systems from project inception to conclusion. Analyzes user interfaces, maintains hardware and software performance tuning, analyzes workload and computer usage, maintains interfaces with outside systems, analyzes downtimes, and analyzes proposed system modifications, upgrades, new COTS software and other Cloud Computing infrastructure components, SOA software (ESBs, Web Servers, Business Process Software, Portal Servers). Provides hotline support to customers. Has ability to adapt to new situations and environments. Analyzes the problem and the information to be processed. Defines the problem, and develops system requirements and program specifications, from which programmers prepare detailed flow charts, programs, and tests. Coordinates closely with programmers to ensure proper implementation of program and system specifications. Develops, in conjunction with functional users, system alternative solutions.</p> <p>Specialized experience includes analysis and design of business applications on complex systems for large-scale computers, including experience in database management concepts and use of a variety of programming languages. General experience includes increasing responsibilities in information systems design and management. Knowledge of current storage and retrieval methods, systems analysis experience designing technical applications on computer systems, and demonstrated ability to formulate specifications for computer programmers to use in coding, testing, and debugging of computer programs. Must demonstrate the ability to work independently or under only general direction on requirements that are moderately complex to analyze, plan, program, and implement.</p>	6	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline.
Systems Analyst, Senior	<p>Analyzes and develops computer software possessing a wide range of capabilities, including numerous engineering, business, and records management functions. Develops plans for automated information systems from project inception to conclusion. Analyzes user interfaces, maintains hardware and software performance tuning, analyzes workload and computer usage, maintains interfaces with outside systems, analyzes downtimes, and analyzes proposed system modifications, upgrades, new COTS software and other Cloud Computing infrastructure components, SOA software (ESBs, Web Servers, Business Process Software, Portal Servers). Provides hotline support to customers. Has ability to adapt to new situations and environments. Analyzes the problem and the information to be processed. Defines the problem, and develops system requirements and program specifications, from which programmers prepare detailed flow charts, programs, and tests. Coordinates closely with programmers to ensure proper implementation of program and system specifications. Develops, in conjunction with functional users, system alternative solutions.</p> <p>Specialized experience includes analysis and design of business applications on complex systems for large-scale computers, including experience in database management concepts and use of a variety of programming languages. General experience includes increasing responsibilities in information systems design and management. Knowledge of current storage and retrieval methods, systems analysis experience designing technical applications on computer systems, and demonstrated ability to formulate specifications for computer programmers to use in coding, testing, and debugging of computer programs. Must demonstrate the ability to work independently or under only general direction on requirements that are moderately complex to analyze, plan, program, and implement.</p>	12	Bachelor's Degree in Computer Science, Information Systems, Engineering, Business, or other related discipline



BGS Labor Category	Duties & Experience	Min. Years of Experience	Education
Systems Engineer, Senior	<p>Leads, plans, and develops resource requirements for performing systems analysis of computer and communications/network systems. Oversees the installation of computer operating systems, network, and application software and computer/network hardware. Possesses troubleshooting and communication skills to interface with principal contract administrators and customers. Ensures overall integration of systems peripherals. Ensures development of technical documentation detailing the installation and procedures for supporting configuration control processes.</p> <p>Specialized experience includes supervision of computer system analysts and specialists, experience in a variety of computer systems areas such as database management, storage subsystems, large-scale mainframe and multitier systems architectures, variety of programming languages, and experience with the logical and physical functional, operational, and technical architecture of large and complex information systems. General experience includes increasing responsibilities in computer systems support.</p>	15	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline.
Technical Consultant, Senior	A professional with relevant technical or management experience. Recognized as a subject matter expert in his or her area of expertise. Duties and responsibilities include leadership or participation on expert teams, development of technical reports, client interface, conducting project meetings, analysis of complex situations, and delivery of high level technical products. Delivery of training at the executive level.	10	Bachelor's Degree
Technical Writer, Senior	<p>Extensive experience in technical writing or reporting and documentation of Engineering, Procurement, and Construction procedures. Under general supervision of discipline manager or directors, edits and formats technical program documentation, working with both electronic and printed input, including illustrations, to produce or direct the production of:</p> <ul style="list-style-type: none"> - Engineering, Procurement, and Construction procedures, manuals, and reports - Program and project administrative procedures and documents - Administrative and EPC forms for electronic or manual completion - Organizational charts, flowcharts, and graphics - May be required to participate in team editing sessions under the working supervision of document collaborators - May be required to check accuracy of technical reference citations by all EPC disciplines - Serve as Lead resource to lower classifications - May lead a project team on an internal documentation project - May be required to execute routine/complex coordination/administrative tasks - Track and update project completion status <p>Support project meetings by taking notes and producing finished meeting minutes.</p>	7	Bachelor's degree in English or
Technical Writer/Editor I	Assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals, and reports. Edits functional descriptions, system specifications, user's manuals, special reports, or any other customer deliverables and documents.	3	Bachelor's degree in English, Literature, or other related discipline.
Technical Writer/Editor II	Assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals, and reports. Edits functional descriptions, system specifications, user's manuals, special reports, or any other customer deliverables and documents.	5	Bachelor's degree in English, Literature, or other related discipline.
Training & Development Specialist	Performs basic job/task analysis, designs procedural or instructional content, develops procedural or instructional materials, delivers training programs, and evaluates training. Serves as project lead for instructional design and implementation projects. Implements training programs, including beginning,	3	Bachelor's degree



BGS Labor Category	Duties & Experience	Min. Years of Experience	Education
	advanced/refresher, and train-the-trainer courses. Performs advanced needs/job/task analysis to determine content of training programs and training support materials. Designs procedural or instructional content format based on the results of the needs/job/task analysis. Develops procedural or instructional materials in a variety of media formats. Evaluates training programs, courses, and materials and provides feedback. Interacts with clients to develop training program plans and related activities.		
Training & Development Specialist, Senior	Manage the development, delivery, maintenance, and continual improvement of comprehensive training programs. Implements & delivers training programs including beginning, advanced/refresher, and train the trainer courses. Designs procedural or instructional content format based on the results of the needs/job/task analysis. Prepare lesson plans relevant to training material. Develops complex procedural or instructional materials in a variety of media facets. Evaluates training programs, courses, and materials to provide feedback information. Keeps abreast of training and development research: learning theory, motivation theory, and new materials, methods, and techniques. Interacts with clients to develop training program plans and related activities. Requires 4-6 years of experience coordinating training and development projects and tasks (in Government environment). Certification in Project Management highly desired. Serves as technical point of contact on select tasks.	10	Bachelor's degree. Master's degree in Training and Education/Related Field highly desired.
Training & Qualifications Specialist, Senior	Utilizes the systematic approach to training model. Plans, conducts, and documents a training needs assessment or job analysis of a position to determine the training requirements associated with that position. Conducts training and gap analyses for senior technical managers. Understands, has demonstrated competencies, and /utilizes: training course and/or program design techniques and methodologies; process, techniques and methodology associated with training material development; adult learning methodologies, instructional media and methods, and instructor techniques required to conduct a training session or evaluate the effectiveness of training sessions; on-the-Job training (OJT) techniques, methodology, and implementation and applies that knowledge to implement and/or evaluate OJT programs in the field; oral, written, and performance evaluation techniques and methodologies, and other techniques used to evaluate the effectiveness of a training program; and requirements and attributes associated with an effective records management system. Plans, conducts, and documents an overall evaluation of a technical training and qualification program or activity, and report those results in a concise and effective manner.	7	Bachelor's degree and courses in education or training that focus on instructional analysis, design, development, delivery, and testing as well as evaluation of training programs

BGS allows substitution of experience for educational requirements in some cases. Below is a table that addresses the experience substitution requirements.

Equivalency Table	
Education	Experience Substitution
Master's degree	Bachelor's degree, plus two additional years of relevant experience
Bachelor's degree	Associate degree, plus two additional years of relevant experience
Associate's degree	High School degree, plus two additional years of relevant experience
Specific discipline (engineering/scientific)	Two additional years of relevant experience



Service Contract Labor Standards (SCLS) Matrix

SCA Eligible Labor Category**	SCA Equivalent Code Title	Wage Determination No
Technical Writer/Editor I	30461 Technical Writer I	15-4643 Rev 8
Technical Writer/Editor II	30462 Technical Writer II	15-4643 Rev 8

**The Service Contract Labor Standards (SCLS) is applicable to this contract and it includes SCLS applicable labor categories. The prices for the cited SCLS labor categories are based on the U.S. Department of Labor WD Number(s) identified in the SCLS matrix. The prices offered are based on the preponderance of where work is performed and should the Contractor perform in an area with lower SCLS rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.