GENERAL SERVICES ADMINISTRATION
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST
MULTIPLE AWARD SCHEDULE (MAS)
FSC Codes: R408, R425, R499

Contract Number: GS-00F-234CA
CONTRACT PERIOD: July 29, 2015 – July 28, 2025

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

Contractor: STG, Inc.
11091 Sunset Hills Road, Suite 200
Reston, VA 20190 5378

Business Size: Large Business

Telephone: (703) 391-9680
Fax: (703) 391-9781
Web Site: www.stg.com
E-mail: Kelley.Churgin@stg.com
Contract Administration: Kelley Churgin, (703) 774-1790

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!™, a menu driven database system. The Internet address for GSA Advantage!™ is http://gsaadvantage.gov
CUSTOMER INFORMATION:

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

<table>
<thead>
<tr>
<th>SIN CODES:</th>
<th>DESCRIPTION</th>
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<tbody>
<tr>
<td>541330ENG, 541330ENGRC</td>
<td>Engineering Services</td>
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<tr>
<td>541380, 541380RC</td>
<td>Testing Laboratory Services</td>
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<td>541420, 541420RC</td>
<td>Engineering System Design and Integration Services</td>
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<td>541611, 541611RC</td>
<td>Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services</td>
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<tr>
<td>541715, 541715RC</td>
<td>Engineering Research and Development and Strategic Planning</td>
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<td>OLM, OLMSTLOC, OLMRC</td>
<td>Order Level Materials</td>
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1b. Lowest Priced Model Number and Lowest Unit Price: See All Labor Category Rates on Pricelist Pages 4-14.

1c. See Labor Category Descriptions Chart on Pages 16-84 of This Pricelist

2. Maximum Order:

<table>
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<td>OLM</td>
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3. Minimum Order: $100.00

4. Geographic Coverage (delivery Area): Worldwide

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).

7. Quantity discounts: None Offered

8. Prompt payment terms: Net 30 days; Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9a. Government Purchase Cards: Are accepted up to the micro-purchase threshold.

9b. Government Purchase Cards: Are accepted above the micro-purchase threshold.

10. Foreign Items: Not Applicable
11a. **Time of Delivery**: Specified on the Task Order

11b. ** Expedited Delivery**: As Negotiated with Ordering Agency.

11c. **Overnight and 2-Day Delivery**: Contact Contractor

11d. **Urgent Requirements**: Contact Contractor

12. **F.O.B Points(s)**: Destination

13a. **Ordering Address(es)**: STG, Inc.; Attention: Lori Saxty

11091 Sunset Hills Road, Suite 200 Reston, VA 20190-5378

13b. **Ordering procedures**: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s) are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. **Payment address(es)**: STG, Inc. 11091 Sunset Hills Rd, Suite 200 Reston, VA 20190-5378

15. **Warranty provision.**: Contractor’s standard commercial warranty.

16. **Export Packing Charges**: 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**: N/A

19. **Terms and conditions of installation**: N/A

20. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices**: N/A

20a. **Terms and conditions for any other services**: N/A

21. **List of service and distribution points**: STG, Inc. 11091 Sunset Hills Rd, Suite 200 Reston, VA 20190

22. **List of participating dealers**: N/A

23. **Preventive maintenance**: N/A

24a. **Special attributes such as environmental attributes**: N/A

24b. **If applicable, Section 508 compliance information is available on** www.stg.com. The EIT standards can be found at: www.Section508.gov/

25. **Data Universal Numbering System (DUNS) number**: 780414652

26. **STG is Registered is registered in the GSA System for Award Management (SAM) system.**

### ORDER LEVEL MATERIAL (OLMs) DESCRIPTIONS

OLMs are supplies and/or services acquired in direct support of an individual task or delivery order placed against a Federal Supply Schedule (FSS) contract or FSS blanket purchase agreement (BPA). OLMs are not defined, priced, or awarded at the FSS contract level. They are unknown before a task or delivery order is placed against the FSS contract or FSS BPA. OLMs are only authorized for inclusion at the order level under a Time-and-Materials (T&M) or Labor-Hour (LH) Contract Line Item Number (CLIN) and are subject to a Not To Exceed (NTE) ceiling price. OLMs include direct materials, subcontracts for supplies and incidental services for which there is not a labor category specified in the FSS contract, other direct costs, and indirect costs. OLMs are purchased under the authority of the FSS Program and are not "open market items."
STG, Inc. GSA MAS Final Labor Category Rates

All rates are inclusive of Industrial Funding Fee (IFF). All Rates are Disaster Recovery Purchasing (RC).

Note: All non-professional labor categories must be incidental to and used solely to support MAS Contracts and cannot be purchased separately.

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<thead>
<tr>
<th>Item</th>
<th>SIN Codes:</th>
<th>Awarded Labor Category</th>
<th>Minimum Education</th>
<th>Minimum Years of Experience</th>
<th>Contractor or Customer Facility or Both</th>
<th>Domestic Only</th>
<th>Year 6; Effective 7/29/2020-7/28/2021</th>
<th>Year 7; Effective 7/29/2021-7/28/2022</th>
<th>Year 8; Effective 7/29/2022-7/28/2023</th>
<th>Year 9; Effective 7/29/2023-7/28/2024</th>
<th>Year 10; Effective 7/29/2024-7/28/2025</th>
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<td>Year 8; Effective 7/29/2022-7/28/2023</td>
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Service Contract Labor Standards Matrix

The Service Contract Labor Standards (SCLS), formerly the Service Contract Act (SCA) apply to this contract and it includes SCLS applicable labor categories. Labor categories and fixed price services marked with a (***) in this pricelist are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS/SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e. nationwide).

STG, Inc. has reviewed our proposal for potential Service Contract Labor Standards SCLS/SCA Categories and has provided our findings below in the Matrix. The bulk of our proposed GSA categories are “Exempt” in the Matrix, as they were determined to be professional categories and are not applicable or do not correlate with a category listed in the STG, Inc. Wage Determination (WD) chart.

STG, Inc. verifies that these proposed GSA SCLS/SCA rates meet or exceed the Wage Determination Rates under #2015-4282, Rev. 17, dated 04/23/2020.

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<td>2015-4282</td>
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<tr>
<td>Junior Survey Staff</td>
<td>Survey Worker- 01420</td>
<td>2015-4282</td>
</tr>
<tr>
<td>Engineering Technician II</td>
<td>Engineering Technician II- 30082</td>
<td>2015-4282</td>
</tr>
<tr>
<td>Engineering Technician V</td>
<td>Engineering Technician V- 30085</td>
<td>2015-4282</td>
</tr>
<tr>
<td>Administrative Support I</td>
<td>Secretary I- 01311</td>
<td>2015-4282</td>
</tr>
<tr>
<td>Administrative Support II</td>
<td>Secretary II- 01312</td>
<td>2015-4282</td>
</tr>
<tr>
<td>CADD/ Graphics Specialist</td>
<td>Drafter/CAD Operator II- 30062</td>
<td>2015-4282</td>
</tr>
</tbody>
</table>

Awarded labor category descriptions are attached (below) and are incorporated into this pricelist for posting on GSA Advantage.
## DESCRIPTION OF LABOR CATEGORIES

541611 – Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services

<table>
<thead>
<tr>
<th>Commercial Job Title:</th>
<th>Executive Management Consultant</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education:</strong></td>
<td>MBA or other graduate degrees. Some hold PhD qualifications in economics, finance, organizational development, or other business-related specialties.</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong></td>
<td>20 years providing direction to organizations on multiple complex issues and projects including 15 years of direct management experience in multidisciplined organizations. Held consulting or leadership positions in major private or public organizations in the areas of Business Management.</td>
</tr>
</tbody>
</table>
| **Functional Responsibility:** | - Works with customers to analyze and evaluate all aspects of management requirements.  
- Applies a broad knowledge of management theories and disciplines to varying organizations of all sizes; and  
- Participates in organizational, strategic planning and analysis, change management, information systems, or program development. |
| CLIN: | 541611a |

<table>
<thead>
<tr>
<th>Commercial Job Title:</th>
<th>Senior Principal Management Consultant II</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education:</strong></td>
<td>MBA or other graduate degrees. Some hold PhD qualifications in economics, finance, organizational development, or other business-related specialties.</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong></td>
<td>18 years providing direction to organizations on multiple complex issues and projects including 13 years of direct management experience in multidisciplined organizations. Demonstrated leadership of consulting engagements in the areas of Business Management.</td>
</tr>
</tbody>
</table>
| **Functional Responsibility:** | - Works with customers to analyze and evaluate all aspects of management requirements.  
- Applies a broad knowledge of management theories and disciplines to varying organizations of all sizes; and  
- Participates in organizational, strategic planning and analysis, change management, information systems, or program development. |
| CLIN: | 541611b |

<table>
<thead>
<tr>
<th>Commercial Job Title:</th>
<th>Senior Principal Management Consultant I</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education:</strong></td>
<td>MBA or other graduate degrees. Some hold PhD qualifications in economics, finance, organizational development, or other business-related specialties.</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong></td>
<td>15 years providing direction to organizations on multiple complex issues and projects including 10 years of direct management experience in multidisciplined organizations. Demonstrated leadership of consulting engagements in the areas of Business Management.</td>
</tr>
</tbody>
</table>
| **Functional Responsibility:** | - Works with customers to analyze and evaluate all aspects of management requirements.  
- Applies a broad knowledge of management theories and disciplines to varying organizations of all sizes; and  
- Participates in organizational, strategic planning and analysis, change management, information systems, or program development. |
| CLIN: | 541611c |
### Commercial Job Title: Principal Management Consultant I

**Education:**
MBA or other graduate degrees. Some hold PhD qualifications in economics, finance, organizational development, or other business-related specialties.

**Minimum/General Experience:**
12 years providing direction to organizations on multiple complex issues and projects including 8 years of direct management experience in multidisciplined organizations. Specialist in at least one functional area of Business Management Consulting.

**Functional Responsibility:**
- Works with customers to analyze and evaluate all aspects of management requirements.
- Applies a broad knowledge of management theories and disciplines to varying organizations of all sizes; and
- Participates in organizational, strategic planning and analysis, change management, information systems, or program development.

CLIN: 541611d

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### Commercial Job Title: Principal Management Consultant

**Education:**
MBA or other graduate degrees. Some hold PhD qualifications in economics, finance, organizational development, or other business-related specialties.

**Minimum/General Experience:**
10 years providing direction to organizations on multiple complex issues and projects including 8 years of direct management experience in multidisciplined organizations. Specialist in at least one functional area of Business Management Consulting.

**Functional Responsibility:**
- Works with customers to analyze and evaluate all aspects of management requirements.
- Applies a broad knowledge of management theories and disciplines to varying organizations of all sizes; and
- Participates in organizational, strategic planning and analysis, change management, information systems, or program development.

CLIN: 541611e

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### Commercial Job Title: Senior Management Consultant

**Education:**
MBA or other graduate degrees. Some hold PhD qualifications in economics, finance, organizational development, or other business-related specialties.

**Minimum/General Experience:**
10 years providing direction to organizations on multiple complex issues and projects including 7 years of direct management experience in multidisciplined organizations. Specialist in at least one functional area of Business Management Consulting.

**Functional Responsibility:**
- Works with customers to analyze and evaluate all aspects of management requirements.
- Applies a broad knowledge of management theories and disciplines to varying organizations of all sizes; and
- Participates in organizational, strategic planning and analysis, change management, information systems, or program development.

CLIN: 541611f
<table>
<thead>
<tr>
<th>Commercial Job Title:</th>
<th>Subject Matter Expert IV</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education:</strong></td>
<td>MBA or equivalent.</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong></td>
<td>10 years general experience, 5 years specific experience with extensive, enterprise-wide knowledge and experience in one or more designated functional and/or domain areas. The Subject Matter Expert IV is typically a former high-ranking military or civilian official and recognized by industry as an expert in their specific field.</td>
</tr>
</tbody>
</table>
| **Functional Responsibility:** | • Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions.  
• Is responsible for providing high level vision to program/project manager or senior client leadership to influence objectives of complex efforts; and  
• Provide specific expertise in support of the creation of comprehensive methods for describing current and/or future structure and behavior of an organization's processes, systems, personnel and organizational sub-units, so that they align with the organization's core goals and strategic direction. |
| CLIN: 541611g | |

<table>
<thead>
<tr>
<th>Commercial Job Title:</th>
<th>Management Consultant</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education:</strong></td>
<td>Bachelors Degree</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong></td>
<td>10 years providing direction to organizations on multiple complex issues and projects including 7 years of direct management experience in multidisciplined organizations. Senior expert that possesses demonstrated knowledge, extensive experience in the development of solutions, recommendations, or outcomes across multiple complex tasks in multiple organizations.</td>
</tr>
</tbody>
</table>
| **Functional Responsibility:** | • Defines project objectives and strategic direction.  
• Is responsible for providing leadership and vision to client and project teams and serves as a key facilitator between multiple teams to achieve objectives of complex efforts; and  
• Directs the activities of more junior Management Consultants or other staff as necessary. |
| CLIN: 541611h | |

<table>
<thead>
<tr>
<th>Commercial Job Title:</th>
<th>Subject Matter Expert III</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education:</strong></td>
<td>Bachelors Degree</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong></td>
<td>5 years general experience, 4 years specific experience Expert with extensive, enterprise-wide knowledge and experience in one or more designated functional and/or domain areas.</td>
</tr>
</tbody>
</table>
| **Functional Responsibility:** | • Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions.  
• Is responsible for providing high level vision to program/project manager or senior client leadership to influence objectives of complex efforts; and  
• Provide specific expertise in support of the creation of comprehensive methods for describing current and/or future structure and behavior of an organization's processes, systems, personnel and organizational sub-units, so that they align with the organization's core goals and strategic direction. |
<p>| CLIN: 541611i | |</p>
<table>
<thead>
<tr>
<th>Commercial Job Title:</th>
<th>Associate Management Consultant</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education:</strong></td>
<td>Bachelors Degree</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong></td>
<td>7 years providing direction to organizations on multiple complex issues and projects including 5 years of direct management experience in multidisciplined organizations. Possess demonstrated knowledge, experience, and ability in the development of solutions, recommendations, or outcomes across multiple complex tasks and/or organizations.</td>
</tr>
<tr>
<td><strong>Functional Responsibility:</strong></td>
<td>• Evaluates option in the context of project objectives and contributes to the implementation of strategic direction. &lt;br&gt; • Supports project objectives through activities such as conducting interviews, gathering data, and developing recommendations in support of project objectives; and &lt;br&gt; • Directs the activities of other staff as necessary.</td>
</tr>
<tr>
<td><strong>CLIN:</strong></td>
<td>541611j</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Commercial Job Title:</th>
<th>Subject Matter Expert II</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education:</strong></td>
<td>Bachelors Degree</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong></td>
<td>3 years general experience, 3 years specific experience with demonstrated knowledge in designated field or discipline. Possesses significant experience providing solutions to an organization's challenges through the application of knowledge gained through similar prior engagements.</td>
</tr>
<tr>
<td><strong>Functional Responsibility:</strong></td>
<td>• Participates in the development of solutions by leveraging knowledge of the designated field or discipline. &lt;br&gt; • Contributes to the implementation of strategy and helps assess the impact of industry trends, policy, and/or standard methodologies; and &lt;br&gt; • Directs the activities of other staff as necessary on activities related to the specified field or discipline.</td>
</tr>
<tr>
<td><strong>CLIN:</strong></td>
<td>541611k</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Commercial Job Title:</th>
<th>Subject Matter Expert I</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education:</strong></td>
<td>Bachelors Degree</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong></td>
<td>0 years general experience, 1 year specific experience with knowledge in designated field or discipline.</td>
</tr>
<tr>
<td><strong>Functional Responsibility:</strong></td>
<td>• Supports assessments of organization's challenges using specializes skills and knowledge; &lt;br&gt; • Contributes to the execution of project or task plan and helps assess the impact of industry trends, policy or standard methodologies; &lt;br&gt; • Conducts activities in support of the project team's objectives; and &lt;br&gt; • Works closely with senior Subject Matter Experts or Management Consultants.</td>
</tr>
<tr>
<td><strong>CLIN:</strong></td>
<td>541611l</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Commercial Job Title:</th>
<th>Senior Consulting Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education:</strong></td>
<td>High school diploma or equivalent</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong></td>
<td>5 years of experience performing consulting task support.</td>
</tr>
<tr>
<td><strong>Functional Responsibility:</strong></td>
<td>• Supports project objectives through activities such as conducting interviews, gathering data, and developing recommendations in support of project adjectives; and &lt;br&gt; • Directs the activities of other staff as necessary on activities related to the specified field or discipline.</td>
</tr>
<tr>
<td><strong>CLIN:</strong></td>
<td>541611m</td>
</tr>
<tr>
<td>Commercial Job Title:</td>
<td>Junior Consulting Staff</td>
</tr>
<tr>
<td>----------------------</td>
<td>-------------------------</td>
</tr>
<tr>
<td><strong>Education:</strong></td>
<td>High school diploma or equivalent</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong></td>
<td>2 years of experience performing consulting task support.</td>
</tr>
<tr>
<td><strong>Functional Responsibility:</strong></td>
<td>• Supports project objectives through activities such as conducting interviews, gathering data, and developing recommendations in support of project adjectives; and • Works closely with senior Consulting Staff.</td>
</tr>
<tr>
<td>CLIN: 541611n</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Commercial Job Title:</th>
<th>Executive Management Facilitation Consultant</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education:</strong></td>
<td>MBA or other graduate degrees. Some hold PhD qualifications in economics, finance, organizational development, or other business-related specialties.</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong></td>
<td>20 years providing direction to organizations on multiple complex issues and projects including 15 years of direct management facilitation experience in multidisciplined organizations. Held consulting or leadership positions in major private or public organizations in the areas of Management Facilitation.</td>
</tr>
<tr>
<td><strong>Functional Responsibility:</strong></td>
<td>• Works with customers to analyze and evaluate all aspects of management requirements. • Applies a broad knowledge of management theories and disciplines to varying organizations of all sizes; and • Participates in organizational, strategic planning and analysis, change management, information systems, or program development.</td>
</tr>
<tr>
<td>CLIN: 541611o</td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Commercial Job Title:</th>
<th>Principal Management Facilitation Consultant</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education:</strong></td>
<td>MBA or other graduate degrees. Some hold PhD qualifications in economics, finance, organizational development, or other business-related specialties.</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong></td>
<td>12 years providing direction to organizations on multiple complex issues and projects including 8 years of direct management facilitation experience in multidisciplined organizations. Specialist in at least one functional area of Management Facilitation.</td>
</tr>
<tr>
<td><strong>Functional Responsibility:</strong></td>
<td>• Works with customers to analyze and evaluate all aspects of management requirements. • Applies a broad knowledge of management theories and disciplines to varying organizations of all sizes; and • Participates in organizational, strategic planning and analysis, change management, information systems, or program development.</td>
</tr>
<tr>
<td>CLIN: 541611p</td>
<td></td>
</tr>
<tr>
<td>Commercial Job Title:</td>
<td>Senior BPR Specialist</td>
</tr>
<tr>
<td>----------------------</td>
<td>------------------------</td>
</tr>
<tr>
<td><strong>Education:</strong></td>
<td>Master's degree in computer science, information systems, engineering, business, or other related discipline.</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong></td>
<td>7 years in information systems development, functional and data requirements analysis, systems analysis and design, programming, program design, data conversion implementation, and document preparation including 4 years in business process reengineering analysis.</td>
</tr>
</tbody>
</table>
| **Functional Responsibility:** | • Applies business process reengineering tools to improve business practices, data flow, organizational structure, and technology throughout an organization.  
• Meets regularly with client's BPR team; and  
• Makes oral and written recommendations explaining costs, scheduling, responsibilities, and resources involved in implementing organizational changes. |

<table>
<thead>
<tr>
<th>Commercial Job Title:</th>
<th>BPR Specialist</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education:</strong></td>
<td>Bachelor's degree in computer science, information systems, engineering, business, or other related discipline.</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong></td>
<td>7 years in information systems development, functional and data requirements analysis, systems analysis and design, programming, program design, data conversion implementation, and document preparation including 2 years in business process reengineering analysis.</td>
</tr>
</tbody>
</table>
| **Functional Responsibility:** | • Applies business process reengineering tools to improve business practices, data flow, organizational structure, and technology throughout an organization.  
• Meets regularly with client's BPR team; and  
• Makes oral and written recommendations explaining costs, scheduling, responsibilities, and resources involved in implementing organizational changes. |

<table>
<thead>
<tr>
<th>Commercial Job Title:</th>
<th>Senior Facilitator</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education:</strong></td>
<td>Bachelor's degree in psychology, behavioral sciences, or other related discipline.</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong></td>
<td>15 years including 6 years facilitating work group and team processes.</td>
</tr>
</tbody>
</table>
| **Functional Responsibility:** | • Designs scope of facilitation process, identifying level of effort required, participants, key stakeholders, and decision points.  
• Diagnoses and analyzes organizational problems, often through focus or workshop groups.  
• Ensures that session minutes, conclusions, and decisions are documented and distributed; and  
• Engages in team building, coaching, leadership development, and consensus building. |

CLIN: 541611g
CLIN: 541611r
CLIN: 541611s
<table>
<thead>
<tr>
<th>Commercial Job Title:</th>
<th>Facilitator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education:</td>
<td>Bachelor's degree in psychology, behavioral sciences, or other related discipline.</td>
</tr>
<tr>
<td>Minimum/General Experience:</td>
<td>10 years including 4 years facilitating work group and team processes.</td>
</tr>
</tbody>
</table>
| Functional Responsibility: | • Designs scope of facilitation process, identifying level of effort required, participants, key stakeholders, and decision points. 
• Diagnoses and analyzes organizational problems, often through focus or workshop groups. 
• Ensures that session minutes, conclusions, and decisions are documented and distributed; and 
• Engages in team building, coaching, leadership development, and consensus building. |
| CLIN: | 541611t |

<table>
<thead>
<tr>
<th>Commercial Job Title:</th>
<th>Junior Facilitator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education:</td>
<td>Bachelor's degree in psychology, behavioral sciences, or other related discipline.</td>
</tr>
<tr>
<td>Minimum/General Experience:</td>
<td>5 years including 2 years facilitating work group and team processes.</td>
</tr>
</tbody>
</table>
| Functional Responsibility: | • Diagnoses and analyzes organizational problems, often through focus or workshop groups. 
• Ensures that session minutes, conclusions, and decisions are documented and distributed; and 
• Engages in team building, coaching, leadership development, and consensus building. |
| CLIN: | 541611u |

<table>
<thead>
<tr>
<th>Commercial Job Title:</th>
<th>Co-Facilitator / Technolographer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education:</td>
<td>Bachelor’s degree in psychology, behavioral sciences, or other related discipline.</td>
</tr>
<tr>
<td>Minimum/General Experience:</td>
<td>3 years including 1 year facilitating work group and team processes.</td>
</tr>
</tbody>
</table>
| Functional Responsibility: | • Diagnoses and analyzes organizational problems, often through focus or workshop groups. 
• Ensures that session minutes, conclusions, and decisions are documented and distributed; and 
• Engages in team building, coaching, leadership development, and consensus building. |
| CLIN: | 541611v |

<table>
<thead>
<tr>
<th>Commercial Job Title:</th>
<th>Senior Facilitation Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education:</td>
<td>High school diploma or equivalent</td>
</tr>
<tr>
<td>Minimum/General Experience:</td>
<td>3 years including 1 year facilitating work group and team processes.</td>
</tr>
</tbody>
</table>
| Functional Responsibility: | • Diagnoses and analyzes organizational problems, often through focus or workshop groups. 
• Ensures that session minutes, conclusions, and decisions are documented and distributed; and 
• Engages in team building, coaching, leadership development, and consensus building. 
• Works closely with senior Facilitating staff. |
<p>| CLIN: | 541611w |</p>
<table>
<thead>
<tr>
<th>Commercial Job Title:</th>
<th>Industry Survey Subject Matter Expert</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education:</strong></td>
<td>Ph.D. or equivalent in one of the social sciences</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong></td>
<td>Strong conceptual and analytic skills and experience with varied statistical analysis approaches. Excellent public speaking skills with experience in videoconferencing and teleconferencing as well as more traditional presentations.</td>
</tr>
</tbody>
</table>
| **Functional Responsibility:** | • Works productively in interdisciplinary research teams with other social scientists; and  
• Writes effectively for diverse audiences including policy-makers, government program managers, academics, the media, and the general public. |
| CLIN:               | 541611x |

<table>
<thead>
<tr>
<th>Commercial Job Title:</th>
<th>Senior Management Survey Consultant</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education:</strong></td>
<td>MBA or other graduate degrees. Some hold PhD qualifications in economics, finance, organizational development, or other business-related specialties.</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong></td>
<td>15 years providing direction to organizations on multiple complex issues and projects including 10 years of direct management survey consulting experience in multidisciplined organizations. Demonstrated leadership of consulting engagements in the areas of Management Survey.</td>
</tr>
</tbody>
</table>
| **Functional Responsibility:** | • Works with customers to analyze and evaluate all aspects of management requirements.  
• Applies a broad knowledge of management theories and disciplines to varying organizations of all sizes; and  
• Participates in organizational, strategic planning and analysis, change management, information systems, or program development. |
| CLIN:               | 541611y |

<table>
<thead>
<tr>
<th>Commercial Job Title:</th>
<th>Management Survey Consultant</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education:</strong></td>
<td>MBA or other graduate degrees. Some hold PhD qualifications in economics, finance, organizational development, or other business-related specialties.</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong></td>
<td>10 years providing direction to organizations on multiple complex issues and projects including 7 years of direct management survey consulting experience in multidisciplined organizations. Specialist in at least one functional area of Management Survey Consulting.</td>
</tr>
</tbody>
</table>
| **Functional Responsibility:** | • Works with customers to analyze and evaluate all aspects of management requirements.  
• Applies a broad knowledge of management theories and disciplines to varying organizations of all sizes; and  
• Participates in organizational, strategic planning and analysis, change management, information systems, or program development. |
| CLIN:               | 541611z |
### Commercial Job Title: Survey Operations (field, data services)

**Education:**
Bachelor's degree in psychology, behavioral sciences, or other related discipline.

**Minimum/General Experience:**
Minimum of 5 years of experience in survey research operations, at least 2 years as a survey research operations manager in a facility with computer-assisted telephone interviewing (CATI) capabilities.

**Functional Responsibility:**
- Anticipates staffing needs, hiring and training staff who provide high-quality data collection work in telephone interviewing, mailing, and data processing.
- Develops and implements telephone survey operations procedures, including tracking the start-up of new projects, scheduling, anticipated staffing needs, assigning data collection staff to projects, and quality control measures.
- Identifies and implements methods to improve our ability to recruit more good interviewers, develop systems to motivate interviewers and reward good performance, and retain our best interviewers longer.
- Keeps interviewer training methods up with the state-of-the-art in the survey research industry; and
- Develops procedures to keep project managers, technical staff, and clients fully up-to-date on progress, performance, and deliverables for survey research projects.

CLIN: 541611aa

### Commercial Job Title: Survey Data Analyst

**Education:**
Bachelor's degree in statistics, mathematics, or a behavioral science.

**Minimum/General Experience:**
3 years of business management experience including four years conducting progressively more complex statistical analyses and business assessments using survey processes.

**Functional Responsibility:**
- Prepares survey sampling frames, designs, constructs, and monitors the execution of sampling plans.
- Administers questionnaires, summarizes findings.
- Performs statistical analysis employing statistical analysis software systems.
- Documents results in graphical and textual formats; and
- Presents findings in formal settings and to management groups.

CLIN: 541611ab

### Commercial Job Title: Senior Survey Staff

**Education:**
Bachelor's degree. 3 years of additional, directly relevant work experience (over and above the minimum experience requirements for this position) may be substituted for the Bachelor's degree.

**Minimum/General Experience:**
3 years of experience in survey and data collection activities.

**Functional Responsibility:**
- Assists statistics, data collection, and research staff in developing and administering surveys, analyzing results; and
- Prepares summaries of findings.

CLIN: 541611ac
<table>
<thead>
<tr>
<th>Commercial Job Title: Junior Survey Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education:</strong></td>
</tr>
<tr>
<td>High School diploma.</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong></td>
</tr>
<tr>
<td>2 year of experience in survey and data collection activities.</td>
</tr>
<tr>
<td><strong>Functional Responsibility:</strong></td>
</tr>
<tr>
<td>• Assists statistics, data collection, and research staff in developing and administering surveys, analyzing results; and</td>
</tr>
<tr>
<td>• Prepares summaries of findings.</td>
</tr>
<tr>
<td><strong>CLIN:</strong> 541611ad</td>
</tr>
</tbody>
</table>
## DESCRIPTION OF LABOR CATEGORIES

- **541330ENG** - Engineering Services
- **541380** - Testing Laboratory Services
- **541420** - Engineering System Design and Integration Services
- **541715** - Engineering Research and Development and Strategic Planning

### Commercial Job Title: Technical Manager I

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
3 years general experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller.

**Functional Responsibility:**
- Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices.
- Possesses experience in planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

**CLIN:** 541330ENG, 541380, 541420, 541715

### Commercial Job Title: Technical Manager II

**Education:** Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
4 years general experience, 1 year specific experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller.

**Functional Responsibility:**
- Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices.
- Possesses experience in planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

**CLIN:** 541330ENG, 541380, 541420, 541715
### Commercial Job Title: Technical Manager III

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
5 years general experience, 2 years specific experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller.

**Functional Responsibility:**
- Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices.
- Possesses experience in planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

**CLIN:** 541330ENG, 541380, 541420, 541715

### Commercial Job Title: Technical Manager IV

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
8 years general experience, 4 years specific experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller.

**Functional Responsibility:**
- Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices.
- Possesses experience in planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

**CLIN:** 541330ENG, 541380, 541420, 541715
### Commercial Job Title: Senior Technical Manager I

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
5 years general experience, 2 years specific experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller.

**Functional Responsibility:**
- Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices.
- Possesses experience in planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

CLIN: 541330ENG, 541380, 541420, 541715

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### Commercial Job Title: Senior Technical Manager II

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
8 years general experience, 2 years specific experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller.

**Functional Responsibility:**
- Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices.
- Possesses experience in planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

CLIN: 541330ENG, 541380, 541420, 541715
## Commercial Job Title: Senior Technical Manager III

**Education:**
Bachelor's degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
9 years general experience, 3 years specific experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller. Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices.

**Functional Responsibility:**
- Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices.
- Possesses experience in planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

CLIN: 541330ENG, 541380, 541420, 541715

## Commercial Job Title: Senior Technical Manager IV

**Education:**
Bachelor's degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
10 years general experience, 4 years specific experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller.

**Functional Responsibility:**
- Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices.
- Possesses experience in planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

CLIN: 541330ENG, 541380, 541420, 541715
### Commercial Job Title: Senior Technical Manager V

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
12 years general experience, 5 years specific experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller.

**Functional Responsibility:**
- Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices.
- Possesses experience in planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

**CLIN:** 541330ENG, 541380, 541420, 541715

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### Commercial Job Title: Principal Technical Manager I

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
15 years general experience, 6 years specific experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller.

**Functional Responsibility:**
- Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices.
- Possesses experience in planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.
- An authority within their field of expertise and possess extensive knowledge of related fields.

**CLIN:** 541330ENG, 541380, 541420, 541715
### Commercial Job Title: Task Manager

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
3 years general experience, 1 year specific experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller.

**Functional Responsibility:**
- Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices.
- Possesses experience in planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

**CLIN:** 541330ENG, 541380, 541420, 541715

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### Commercial Job Title: Project Manager

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
5 years general experience, 3 years specific experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller.

**Functional Responsibility:**
- Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices.
- Possesses experience in planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

**CLIN:** 541330ENG, 541380, 541420, 541715
### Commercial Job Title: Program Manager

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
10 years general experience, 4 years specific experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller.

**Functional Responsibility:**
- Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices.
- Possesses experience in planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

**CLIN:** 541330ENG, 541380, 541420, 541715

### Commercial Job Title: Subject Matter Expert I

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
0 years general experience, 1 year specific experience as a professional subject matter expert in one or more of the following disciplines of Chemical, Civil: Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Calibration/Instrument, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics, Business Management and Processes.

**Functional Responsibility:**
- Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices.
- Possesses experience in planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

**CLIN:** 541330ENG, 541380, 541420, 541715
### Commercial Job Title: Senior Subject Matter Expert II

**Education:**
Bachelor's degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
8 years general experience, 3 years specific experience as a professional subject matter expert in one or more of the following disciplines of Chemical, Civil: Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Calibration/Instrument, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics, Business Management and Processes.

**Functional Responsibility:**
- Demonstrates subject matter expertise on very complex programs in one or more of the disciplines or sub-disciplines related to them as described in the General Experience section above.
- Provides state-of-the-art advice for concept planning/development, design, integration, test and evaluation and system lifecycle support.
- Applies expert knowledge of technologies related to their field of expertise; provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.
- SME must be authority within their field of expertise and possess extensive knowledge of related fields.
- Duties typically involve developing of programs and implementing creative and innovative solutions to the customers problems; researching and analyzing customer requirements; applying expert knowledge to determine the accuracy and reasonableness of data; documenting and summarizing results and developing and recommending solutions.
- Makes high-level decisions and recommendations that may impact the technology strategy and related activities of the organization.
- Negotiates critical issues with top-level manager of other organizations and agencies.
- Demonstrates a high degree of creativity and foresight

**CLIN:** 541330ENG, 541380, 541420, 541715
**Commercial Job Title**: Senior Subject Matter Expert III

**Education**:
Bachelor's degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience**:
10 years general experience, 4 years specific experience as a professional subject matter expert in one or more of the following disciplines of Chemical, Civil: Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Calibration/Instrument, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics, Business Management and Processes.

**Functional Responsibility**:
- Demonstrates subject matter expertise on very complex programs in one or more of the disciplines or sub-disciplines related to them as described in the General Experience section above.
- Provides state-of-the-art advice for concept planning/development, design, integration, test and evaluation and system lifecycle support.
- Applies expert knowledge of technologies related to their field of expertise; provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.
- SME must be authority within their field of expertise and possess extensive knowledge of related fields.
- Duties typically involve developing of programs and implementing creative and innovative solutions to the customers problems; researching and analyzing customer requirements; applying expert knowledge to determine the accuracy and reasonableness of data; documenting and summarizing results and developing and recommending solutions.
- Makes high-level decisions and recommendations that may impact the technology strategy and related activities of the organization.
- Negotiates critical issues with top-level manager of other organizations and agencies.
- Demonstrates a high degree of creativity and foresight

**CLIN**: 541330ENG, 541380, 541420, 541715
**Commercial Job Title:** Principal Subject Matter Expert I  

**Education:**  
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

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<thead>
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<th>Minimum/General Experience:</th>
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<td>10 years general experience, 4 years specific experience as a professional subject matter expert in one or more of the following disciplines of Chemical, Civil: Electrical, or Mechanical Engineering or subdisciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Calibration/Instrument, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers &amp; Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics, Business Management and Processes.</td>
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**Functional Responsibility:**  
- Demonstrates subject matter expertise on very complex programs in one or more of the disciplines or sub-disciplines related to them as described in the General Experience section above.
- Provides state-of-the-art advice for concept planning/development, design, integration, test and evaluation and system lifecycle support.
- Applies expert knowledge of technologies related to their field of expertise; provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.
- SME must be authority within their field of expertise and possess extensive knowledge of related fields.
- Duties typically involve developing of programs and implementing creative and innovative solutions to the customers problems; researching and analyzing customer requirements; applying expert knowledge to determine the accuracy and reasonableness of data; documenting and summarizing results and developing and recommending solutions.
- Makes high-level decisions and recommendations that may impact the technology strategy and related activities of the organization.
- Negotiates critical issues with top-level manager of other organizations and agencies.
- Demonstrates a high degree of creativity and foresight

**CLIN:** 541330ENG, 541380, 541420, 541715
### Commercial Job Title: Principal Subject Matter Expert II

**Education:**
PhD in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
12 years general experience, 4 years specific experience as a professional subject matter expert in one or more of the following disciplines of Chemical, Civil: Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Calibration/Instrument, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics, Business Management and Processes.

**Functional Responsibility:**
- Demonstrates subject matter expertise on very complex programs in one or more of the disciplines or sub-disciplines related to them as described in the General Experience section above.
- Provides state-of-the-art advice for concept planning/development, design, integration, test and evaluation and system lifecycle support.
- Applies expert knowledge of technologies related to their field of expertise; provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.
- SME must be authority within their field of expertise and possess extensive knowledge of related fields.
- Duties typically involve developing of programs and implementing creative and innovative solutions to the customers problems; researching and analyzing customer requirements; applying expert knowledge to determine the accuracy and reasonableness of data; documenting and summarizing results and developing and recommending solutions.
- Makes high-level decisions and recommendations that may impact the technology strategy and related activities of the organization.
- Negotiates critical issues with top-level manager of other organizations and agencies.
- Demonstrates a high degree of creativity and foresight.

**CLIN:** 541330ENG, 541380, 541420, 541715
**Commercial Job Title: SME/Consultant Level I**

**Education:**
Bachelor's degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
8 years general experience, 4 years specific experience as a professional subject matter expert in one or more of the following disciplines of Chemical, Civil: Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Calibration/Instrument, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics, Business Management and Processes.

**Functional Responsibility:**
- Demonstrates subject matter expertise on very complex programs in one or more of the disciplines or sub-disciplines related to them as described in the General Experience section above.
- Provides state-of-the-art advice for concept planning/development, design, integration, test and evaluation and system lifecycle support.
- Applies expert knowledge of technologies related to their field of expertise; provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.
- SME must be authority within their field of expertise and possess extensive knowledge of related fields.
- Duties typically involve developing of programs and implementing creative and innovative solutions to the customers problems; researching and analyzing customer requirements; applying expert knowledge to determine the accuracy and reasonableness of data; documenting and summarizing results and developing and recommending solutions.
- Makes high-level decisions and recommendations that may impact the technology strategy and related activities of the organization.
- Negotiates critical issues with top-level manager of other organizations and agencies.
- Demonstrates a high degree of creativity and foresight

**CLIN:** 541330ENG, 541380, 541420, 541715
## Commercial Job Title: SME/Consultant Level II

### Education:
Bachelor's degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

### Minimum/General Experience:
10 years general experience, 4 years specific experience as a professional subject matter expert in one or more of the following disciplines of Chemical, Civil: Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Calibration/Instrument, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics, Business Management and Processes.

### Functional Responsibility:
- Demonstrates subject matter expertise on very complex programs in one or more of the disciplines or sub-disciplines related to them as described in the General Experience section above.
- Provides state-of-the-art advice for concept planning/development, design, integration, test and evaluation and system lifecycle support.
- Applies expert knowledge of technologies related to their field of expertise; provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.
- SME must be authority within their field of expertise and possess extensive knowledge of related fields.
- Duties typically involve developing of programs and implementing creative and innovative solutions to the customers problems; researching and analyzing customer requirements; applying expert knowledge to determine the accuracy and reasonableness of data; documenting and summarizing results and developing and recommending solutions.
- Makes high-level decisions and recommendations that may impact the technology strategy and related activities of the organization.
- Negotiates critical issues with top-level manager of other organizations and agencies.
- Demonstrates a high degree of creativity and foresight

**CLIN: 541330ENG, 541380, 541420, 541715**
### Commercial Job Title: SME/Consultant Level III

**Education:**
PhD in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
15+ years general experience, 6 years specific experience as a professional subject matter expert in one or more of the following disciplines of Chemical, Civil: Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Calibration/Instrument, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics, Business Management and Processes.

**Functional Responsibility:**
- Demonstrates subject matter expertise on very complex programs in one or more of the disciplines or sub-disciplines related to them as described in the General Experience section above.
- Provides state-of-the-art advice for concept planning/development, design, integration, test and evaluation and system lifecycle support.
- Applies expert knowledge of technologies related to their field of expertise; provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.
- SME must be authority within their field of expertise and possess extensive knowledge of related fields.
- Duties typically involve developing of programs and implementing creative and innovative solutions to the customers problems; researching and analyzing customer requirements; applying expert knowledge to determine the accuracy and reasonableness of data; documenting and summarizing results and developing and recommending solutions.
- Makes high-level decisions and recommendations that may impact the technology strategy and related activities of the organization.
- Negotiates critical issues with top-level manager of other organizations and agencies.
- Demonstrates a high degree of creativity and foresight

**CLIN:** 541330ENG, 541380, 541420, 541715
**Commercial Job Title: Engineering Technician II**

**Education:**
High School/GED

**Minimum/General Experience:**
5 years general experience, 2 years specific experience as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Themy, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics.

**Functional Responsibility:** (Applicable to Principal, Senior, and Engineer levels only.)
- Duties typically involve performing engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.

**CLIN:** 541330ENG, 541380, 541420, 541715

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**Commercial Job Title: Engineering Technician V**

**Education:**
High School/GED

**Minimum/General Experience:**
8+ years general experience, 4 years specific experience as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Themy, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics.

**Functional Responsibility:** (Applicable to Principal, Senior, and Engineer levels only.)
- Duties typically involve performing engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.

**CLIN:** 541330ENG, 541380, 541420, 541715
**Commercial Job Title: Supervisory Engineering Technician**

**Education:**
Bachelor's degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
15+ years general experience, 6 years specific experience as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Themy, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics.

**Functional Responsibility:**
- Duties typically involve performing engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.

**CLIN:** 541330ENG, 541380, 541420, 541715

**Commercial Job Title: Engineer I**

**Education:**
Bachelor's degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
- 0 years general experience, 0 years specific as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Themy, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics.

**Functional Responsibility:**
- Performs engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.
- Works independently; applies expert knowledge of state-of-the-art technologies;

**CLIN:** 541330ENG, 541380, 541420, 541715
Commercial Job Title: Engineer II

**Education:** Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
- 3 years general experience, 1 year specific as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics.
- Professional experience as an engineer on complex programs.
- If serving as a task leader, must have supervisory experience.

**Functional Responsibility:**
- Performs engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.
- Works independently; applies expert knowledge of state-of-the-art technologies.
- Provides technical guidance and management to project leaders and program managers.

CLIN: 541330ENG, 541380, 541420, 541715

Commercial Job Title: Engineer III

**Education:** Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
- 6 years general experience, 2 years specific experience as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics.
- Professional experience as an engineer on complex programs.
- If serving as a task leader, must have supervisory experience.

**Functional Responsibility:**
- Performs engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.
- Works independently; applies expert knowledge of state-of-the-art technologies.
- Provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.
- Authority within their field of expertise and possess extensive knowledge of related fields.

CLIN: 541330ENG, 541380, 541420, 541715
Commercial Job Title: Engineer IV

**Education:** Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
- 8 years general experience, 4 years specific as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics.
- Professional experience as an engineer on complex programs.
- If serving as a task leader, must have supervisory experience.

**Functional Responsibility:**
- Performs engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.
- Works independently; applies expert knowledge of state-of-the-art technologies.
- Provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.
- Authority within their field of expertise and possess extensive knowledge of related fields.

CLIN: 541330ENG, 541380, 541420, 541715

Commercial Job Title: Engineer V

**Education:** Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
- 11 years general experience, 5 years specific as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics.
- Professional experience as an engineer on complex programs.
- If serving as a task leader, must have supervisory experience.

**Functional Responsibility:**
- Performs engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.
- Works independently; applies expert knowledge of state-of-the-art technologies.
- Provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.
- Authority within their field of expertise and possess extensive knowledge of related fields.

CLIN: 541330ENG, 541380, 541420, 541715
### Commercial Job Title: Engineer VI

**Education:** Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
- 15+ years general experience, 6 years specific as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Themy, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics.
- Professional experience as an engineer on complex programs.
- If serving as a task leader, must have supervisory experience.

**Functional Responsibility:**
- Performs engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.
- Works independently; applies expert knowledge of state-of-the-art technologies.
- Provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.
- Authority within their field of expertise and possess extensive knowledge of related fields.

**CLIN:** 541330ENG, 541380, 541420, 541715

### Commercial Job Title: Senior Engineer I

**Education:** Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
- 6 years general experience, 2 years specific as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Themy, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics.
- Professional experience as an engineer on complex programs.
- If serving as a task leader, must have supervisory experience.

**Functional Responsibility:**
- Performs engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.
- Works independently; applies expert knowledge of state-of-the-art technologies.
- Provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.
- Authority within their field of expertise and possess extensive knowledge of related fields.

**CLIN:** 541330ENG, 541380, 541420, 541715
Commercial Job Title: Senior Engineer III

Education: Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

Minimum/General Experience:
- 10 years general experience, 4 years specific as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics.
- Professional experience as an engineer on complex programs.
- If serving as a task leader, must have supervisory experience.

Functional Responsibility:
- Performs engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.
- Works independently; applies expert knowledge of state-of-the-art technologies.
- Provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.
- Authority within their field of expertise and possess extensive knowledge of related fields.

CLIN: 541330ENG, 541380, 541420, 541715

Commercial Job Title: Senior Engineer IV

Education: Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

Minimum/General Experience:
- 10+ years general experience, 4 years specific experience as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics.
- Professional experience as an engineer on complex programs.
- If serving as a task leader, must have supervisory experience.

Functional Responsibility:
- Performs engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.
- Works independently; applies expert knowledge of state-of-the-art technologies.
- Provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.
- Authority within their field of expertise and possess extensive knowledge of related fields.

CLIN: 541330ENG, 541380, 541420, 541715
Commercial Job Title: Principal Engineer I

**Education:**
Bachelor’s degree in relevant discipline or related area.

**Minimum/General Experience:**
10 years of experience, 4 years specific experience as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics. Professional experience as an engineer on complex programs.

**Functional Responsibility:**
Duties typically involve performing engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.
- If serving as a task leader, must have supervisory experience
- Works independently; applies expert knowledge of state of the art technologies; provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity
- Principal Engineer must be authority within their field of expertise and possess extensive knowledge of related fields

CLIN: 541330ENG, 541380, 541420, 541715

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Commercial Job Title: Engineering Analyst

**Education:** Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
- 5 years of engineering experience including three years conducting progressively more complex engineering.
- Experience as an engineer in one or more of the following disciplines of:

**Functional Responsibility:**
Duties typically involve performing engineering services that may include but are not limited to the following:
- Engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.

CLIN: 541330ENG, 541380, 541420, 541715
## Commercial Job Title: Senior Engineering Analyst

**Education:** Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

### Minimum/General Experience:
- 7 years of engineering experience including four years conducting progressively more complex engineering.
- Experience as an engineer in one or more of the following disciplines of:

### Functional Responsibility:
Duties typically involve performing engineering services that may include but are not limited to the following:
- Engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.
- Professional experience as an engineer on complex programs. If serving as a task leader, must have supervisory experience. Works independently; applies expert knowledge of state-of-the-art technologies; provides technical guidance and management to project leaders and program managers. Regularly serves as an advisor to all levels of staff on problems of unusual complexity. Principal Engineer must be authority within their field of expertise and possess extensive knowledge of related fields.

CLIN: 541330ENG, 541380, 541420, 541715
**Commercial Job Title: Principal Engineering Analyst**

Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
- 10 years of engineering experience including four years conducting progressively more complex engineering.
- Experience as an engineer in one or more of the following disciplines of:

**Functional Responsibility:**

Duties typically involve performing engineering services that may include but are not limited to the following:
- Engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.
- Professional experience as an engineer on complex programs. If serving as a task leader, must have supervisory experience. Works independently; applies expert knowledge of state-of-the-art technologies; provides technical guidance and management to project leaders and program managers. Regularly serves as an advisor to all levels of staff on problems of unusual complexity. Principal Engineer must be authority within their field of expertise and possess extensive knowledge of related fields.

**CLIN:** 541330ENG, 541380, 541420, 541715

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**Commercial Job Title: Logistician III**

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
8 year general, 4 year specific experience as a logistician that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Supply, Fielding, NEIT, INET, Training, Transportation, Warehousing, Distribution, Operations Research, Logistics, Administration, Program Control, Logistics Concepts, Provisioning, Budgeting, Depot Systems, Management Planning, MANPRINT, CE Equipment, Military Programs Management, Maintenance, Configuration Management, Quality Assurance, Testing, IV&V, Instructor, Material Management, Production Coordination, and Fabrication. Professional experience as lead logistician on very complex programs.

**Functional Responsibility:**
- Must analyze, recommend approaches, and plan for the delivery of the necessary logistics elements in compliance with Industry and Government practices.
- Works independently; applies expert knowledge to reduce cost and level-of-effort.
- Provides technical guidance to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

**CLIN:** 541330ENG, 541380, 541420, 541715
### Commercial Job Title: Junior Programmer/Analyst I

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, or related technical field consistent with relevant discipline or related area.

**Minimum/General Experience:**
0 years general, 0 years specific experience as a programmer/analyst that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Data Management, Data Warehousing, Data Modeling, Data Administration, Automated Data Processing, CAD/CAM, Imaging, Graphics, Computer Operations, System Administration, Software Engineering, Programming (including the design, development, code, test, and debug of software), Documentation, Networking, Data Transfer, Data Archiving and Retrieval, Data Organization, Routing, Business, Budget, Program, Research, Operations Research, Systems, Cost, Quality Assurance, Business Processes, Imagery, IV&V, Science, Technician, or other engineering related technical functional analysis field in compliance with current Industry and Government practices.

**Functional Responsibility:**
- Identifies potential problems and solutions through programming; systems and data analysis in their field of expertise.
- Uses programming and analysis processes as approaches for improving organization performance and services needed to implement new or revised business or functional processes.
- Provides high level functional and system analysis on complex studies.
- Reviews the design and preparation of technical documentation and reports.
- Participates in all phases of study development, with emphasis on the planning, analysis, documentation, and presentation phases of the analysis cycle.

**CLIN:** 541330ENG, 541380, 541420, 541715

### Commercial Job Title: Programmer/Analyst II

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, or related technical field consistent with relevant discipline or related area.

**Minimum/General Experience:**
5 years general, 2 years specific experience as a programmer/analyst that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Data Management, Data Warehousing, Data Modeling, Data Administration, Automated Data Processing, CAD/CAM, Imaging, Graphics, Computer Operations, System Administration, Software Engineering, Programming (including the design, development, code, test, and debug of software), Documentation, Networking, Data Transfer, Data Archiving and Retrieval, Data Organization, Routing, Business, Budget, Program, Research, Operations Research, Systems, Cost, Quality Assurance, Business Processes, Imagery, IV&V, Science, Technician, or other engineering related technical functional analysis field in compliance with current Industry and Government practices.

**Functional Responsibility:**
- Identifies potential problems and solutions through programming; systems and data analysis in their field of expertise.
- Uses programming and analysis processes as approaches for improving organization performance and services needed to implement new or revised business or functional processes.
- Provides high level functional and system analysis on complex studies.
- Reviews the design and preparation of technical documentation and reports.
- Participates in all phases of study development, with emphasis on the planning, analysis, documentation, and presentation phases of the analysis cycle.

**CLIN:** 541330ENG, 541380, 541420, 541715
### Commercial Job Title: Programmer/Analyst IV

**Education:** Bachelor’s degree in computer science, information systems, engineering, business, or related technical field consistent with relevant discipline or related area.

**Minimum/General Experience:**
9 years general, 4 years specific experience as a programmer/analyst that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Data Management, Data Warehousing, Data Modeling, Data Administration, Automated Data Processing, CAD/CAM, Imaging, Graphics, Computer Operations, System Administration, Software Engineering, Programming (including the design, development, code, test, and debug of software), Documentation, Networking, Data Transfer, Data Archiving and Retrieval, Data Organization, Routing, Business, Budget, Program, Research, Operations Research, Systems, Cost, Quality Assurance, Business Processes, Imagery, IV&V, Science, Technician, or other engineering related technical functional analysis field in compliance with current Industry and Government practices.

**Functional Responsibility:**
- Identifies potential problems and solutions through programming; systems and data analysis in their field of expertise.
- Uses programming and analysis processes as approaches for improving organization performance and services needed to implement new or revised business or functional processes.
- Provides high level functional and system analysis on complex studies.
- Reviews the design and preparation of technical documentation and reports.
- Participates in all phases of study development, with emphasis on the planning, analysis, documentation, and presentation phases of the analysis cycle.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

**CLIN:** 541330ENG, 541380, 541420, 541715

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### Commercial Job Title: Senior Programmer/Analyst II

**Education:** Bachelor’s degree in computer science, information systems, engineering, business, or related technical field consistent with relevant discipline or related area.

**Minimum/General Experience:**
12 years general, 5 years specific experience as a programmer/analyst that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Data Management, Data Warehousing, Data Modeling, Data Administration, Automated Data Processing, CAD/CAM, Imaging, Graphics, Computer Operations, System Administration, Software Engineering, Programming (including the design, development, code, test, and debug of software), Documentation, Networking, Data Transfer, Data Archiving and Retrieval, Data Organization, Routing, Business, Budget, Program, Research, Operations Research, Systems, Cost, Quality Assurance, Business Processes, Imagery, IV&V, Science, Technician, or other engineering related technical functional analysis field in compliance with current Industry and Government practices.

**Functional Responsibility:**
- Identifies potential problems and solutions through programming; systems and data analysis in their field of expertise.
- Uses programming and analysis processes as approaches for improving organization performance and services needed to implement new or revised business or functional processes.
- Provides high level functional and system analysis on complex studies.
- Reviews the design and preparation of technical documentation and reports.
- Participates in all phases of study development, with emphasis on the planning, analysis, documentation, and presentation phases of the analysis cycle.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

**CLIN:** 541330ENG, 541380, 541420, 541715
### Commercial Job Title: Principal Programmer/Analyst I

**Education:** Bachelor’s degree in computer science, information systems, engineering, business, or related technical field consistent with relevant discipline or related area.

**Minimum/General Experience:**
12 years general, 5 years specific experience as a programmer/analyst that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Data Management, Data Warehousing, Data Modeling, Data Administration, Automated Data Processing, CAD/CAM, Imaging, Graphics, Computer Operations, System Administration, Software Engineering, Programming (including the design, development, code, test, and debug of software), Documentation, Networking, Data Transfer, Data Archiving and Retrieval, Data Organization, Routing, Business, Budget, Program, Research, Operations Research, Systems, Cost, Quality Assurance, Business Processes, Imagery, IV&V, Science, Technician, or other engineering related technical functional analysis field in compliance with current Industry and Government practices.

**Functional Responsibility:**
- Identifies potential problems and solutions through programming; systems and data analysis in their field of expertise.
- Uses programming and analysis processes as approaches for improving organization performance and services needed to implement new or revised business or functional processes.
- Provides high level functional and system analysis on complex studies.
- Reviews the design and preparation of technical documentation and reports.
- Participates in all phases of study development, with emphasis on the planning, analysis, documentation, and presentation phases of the analysis cycle.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity
- An authority within their field of expertise and possess extensive knowledge of related fields.

CLIN: 541330ENG, 541380, 541420, 541715

### Commercial Job Title: Principal Management Analyst

**Education:** Bachelor’s degree in computer science, information systems, engineering, business, or related technical field consistent with relevant discipline or related area.

**Minimum/General Experience:**
15 years general, 6 years specific experience as a programmer/analyst that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Data Management, Data Warehousing, Data Modeling, Data Administration, Automated Data Processing, CAD/CAM, Imaging, Graphics, Computer Operations, System Administration, Software Engineering, Programming (including the design, development, code, test, and debug of software), Documentation, Networking, Data Transfer, Data Archiving and Retrieval, Data Organization, Routing, Business, Budget, Program, Research, Operations Research, Systems, Cost, Quality Assurance, Business Processes, Imagery, IV&V, Science, Technician, or other engineering related technical functional analysis field in compliance with current Industry and Government practices.

**Functional Responsibility:**
- Identifies potential problems and solutions through programming; systems and data analysis in their field of expertise.
- Uses programming and analysis processes as approaches for improving organization performance and services needed to implement new or revised business or functional processes.
- Provides high level functional and system analysis on complex studies.
- Reviews the design and preparation of technical documentation and reports.
- Participates in all phases of study development, with emphasis on the planning, analysis, documentation, and presentation phases of the analysis cycle.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity
- An authority within their field of expertise and possess extensive knowledge of related fields.

CLIN: 541330ENG, 541380, 541420, 541715
Commercial Job Title: Administrative Support I
Education:
High School Diploma or equivalency

Minimum/General Experience:
0 years general, 0 years specific experience in one or more of the following sub-disciplines, including but not limited to: Administrative Assistant, Technical Secretary, Data Entry and Support, Administrative Services or other administrative position or Clerical, compliance with Industry and Government practices.

Functional Responsibility:
- Utilizes PCs, or other word processing equipment and software programs supporting management or senior personnel
- Provides administrative support, coordination, facilitation with reports, spreadsheet, invoicing, hiring, contracts, finance, benefits, facilities, and other aspects supporting management and other personnel

CLIN: 541330ENG, 541380, 541420, 541715

Commercial Job Title: Administrative Support II
Education:
High School Diploma or equivalency

Minimum/General Experience:
3 years general, 1 year specific Experience in one or more of the following sub-disciplines, including but not limited to: Administrative Assistant, Technical Secretary, Data Entry and Support, Administrative Services or other administrative position or Clerical, compliance with Industry and Government practices.

Functional Responsibility:
- Utilizes PCs, or other word processing equipment and software programs supporting management or senior personnel
- Provides administrative support, coordination, facilitation with reports, spreadsheet, invoicing, hiring, contracts, finance, benefits, facilities, and other aspects supporting management and other personnel
- Works independently

CLIN: 541330ENG, 541380, 541420, 541715

Commercial Job Title: Technical Writer
Education:
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

Minimum/General Experience:
4 years general, 2 years specific Experience in one or more of the following sub-disciplines, including but not limited to: Technical Writer, Technical Presentation designer or writing position, in compliance with Industry and Government practices.

Functional Responsibility:
- Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses.
- Responsible for coordinating the display of graphics and the production of the document.

CLIN: 541330ENG, 541380, 541420, 541715
### Commercial Job Title: Sr. Technical Writer

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
10 years general, 4 years specific Experience in one or more of the following sub-disciplines, including but not limited to: Technical Writer, Technical Presentation designer or writing position, in compliance with Industry and Government practices.

**Functional Responsibility:**
- Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses.
- Responsible for coordinating the display of graphics and the production of the document.

CLIN: 541330ENG, 541380, 541420, 541715

### Commercial Job Title: CADD/Graphics Specialist

**Education:**
High School Diploma or equivalency

**Minimum/General Experience:**
2 years general, 1 year specific Experience in one or more of the following sub-disciplines, including but not limited to: Graphics Designer, AutoCad Operator, Computer Aided Design Specialist or other Graphics Designing position, in compliance with Industry and Government practices.

**Functional Responsibility:**
- Produces graphic art and visual materials for promotions, advertisements, films, packaging, and informative and instructional material through a variety of media outlets such as websites and CD-ROMs.
- Generates and manipulates graphic images, animations, sound, text, and video into consolidated and seamless multimedia programs.
- Remains abreast of technological advances in the field and be able to identify areas of use in the organization.

CLIN: 541330ENG, 541380, 541420, 541715

### Commercial Job Title: Technical Manager I

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
3 years’ experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller Professional experience as a technical manager on very complex programs. Possesses experience in planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.

**Functional Responsibility:**
Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices. Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

CLIN: 541330ENG, 541380, 541420, 541715
**Commercial Job Title: Technical Manager II**

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
4 years’ experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller
Professional experience as a technical manager on very complex programs. Possesses experience in planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.

**Functional Responsibility:**
Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices. Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

**CLIN:** 541330ENG, 541380, 541420, 541715

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**Commercial Job Title: Technical Manager III**

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
5 years’ experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller
Professional experience as a technical manager on very complex programs. Possesses experience in planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.

**Functional Responsibility:**
Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices. Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

**CLIN:** 541330ENG, 541380, 541420, 541715
### Commercial Job Title: Technical Manager IV

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
8 years’ experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller

Professional experience as a technical manager on very complex programs. Possesses experience in planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.

**Functional Responsibility:**
Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices. Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

**CLIN:** 541330ENG, 541380, 541420, 541715

### Commercial Job Title: Senior Technical Manager I

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
5 years general, 2 years specific experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller

Professional experience as a technical manager on very complex programs. Possesses experience in planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.

**Functional Responsibility:**
Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices. Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

**CLIN:** 541330ENG, 541380, 541420, 541715
### Commercial Job Title: Senior Technical Manager II

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
8 years general, 2 years specific experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller. Professional experience as a technical manager on very complex programs. Possesses experience in planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.

**Functional Responsibility:**
Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices. Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

**CLIN:** 541330ENG, 541380, 541420, 541715

### Commercial Job Title: Senior Technical Manager III

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
9 years general, 3 years specific Experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller. Professional experience as a technical manager on very complex programs. Possesses experience in planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.

**Functional Responsibility:**
Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices. Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

**CLIN:** 541330ENG, 541380, 541420, 541715
### Commercial Job Title: Senior Technical Manager IV

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
10 years general, 2 years specific experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller. Professional experience as a technical manager on very complex programs. Possesses experience in planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.

**Functional Responsibility:**
Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices. Regularly serves as an advisor to all levels of staff on problems of unusual complexity. An authority within their field of expertise and possess extensive knowledge of related fields.

**CLIN:** 541330ENG, 541380, 541420, 541715

### Commercial Job Title: Senior Technical Manager V

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
12 years general, 4 years specific Professional experience as a technical manager on very complex programs. Experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller.

**Functional Responsibility:**
Duties typically include:
- Planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity. Authority within their field of expertise and possess extensive knowledge of related fields.
- Responsibility for formulating and enforcing work standards.
- Supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs
- Operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness.
- Supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs.

**CLIN:** 541330ENG, 541380, 541420, 541715
## Commercial Job Title: Principal Technical Manager I

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
15 years general, 6 years specific Professional experience as a technical manager on very complex programs. Experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller.

**Functional Responsibility:**
Duties typically include:
- Planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity. Authority within their field of expertise and possess extensive knowledge of related fields.
- Responsibility for formulating and enforcing work standards, operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness.
- Supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs.

**CLIN:** 541330ENG, 541380, 541420, 541715

## Commercial Job Title: Task Manager

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
3 years general, 3 years specific experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller.

**Functional Responsibility:**
Duties typically include:
- Planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity. Authority within their field of expertise and possess extensive knowledge of related fields.
- Responsibility for formulating and enforcing work standards, operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness.
- Supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs.

**CLIN:** 541330ENG, 541380, 541420, 541715
### Commercial Job Title: Project Manager

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
5 years general, 3 years specific experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller, practices.

**Functional Responsibility:**
Duties typically include:
- Planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity. Authority within their field of expertise and possess extensive knowledge of related fields.
- Responsibility for formulating and enforcing work standards, operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness.
- Supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs.

**CLIN:** 541330ENG, 541380, 541420, 541715

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### Commercial Job Title: Program Manager

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, project management or related technical or business field consistent with relevant discipline or related area.

**Minimum/General Experience:**
10 years general, 4 years specific Experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller.

**Functional Responsibility:**
Duties typically involve:
- Planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity. Authority within their field of expertise and possess extensive knowledge of related fields.
- Responsibility for formulating and enforcing work standards, operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness.
- Supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs.

**CLIN:** 541330ENG, 541380, 541420, 541715
Commercial Job Title: Subject Matter Expert I

**Education:** Bachelor’s degree in computer science, information systems, engineering, business, or related technical field consistent with relevant discipline or related area.

**Minimum/General Experience:** 0 years general, 1 years specific experience years specific experience as a professional subject matter expert in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Calibration/Instrument, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics, Business Management and Processes.

**Functional Responsibility:** Duties typically involve:
- Developing of programs and implementing creative and innovative solutions to the customers problems.
- Researching and analyzing customer requirements.
- Documenting and summarizing results and developing and recommending solutions.
- Negotiating critical issues with top-level manager of other organizations and agencies.
- Demonstrating high degree of creativity and foresight.
- Provides state-of-the-art advice for concept planning/development, design, integration, test and evaluation and system lifecycle support.
- Applies expert knowledge of technologies related to their field of expertise.
- Provides technical guidance and management to project leaders and program managers.

CLIN: 541330ENG, 541380, 541420, 541715

Commercial Job Title: Senior Subject Matter Expert II

**Education:** Bachelor’s degree in computer science, information systems, engineering, business, or related technical field consistent with relevant discipline or related area.

**Minimum/General Experience:** 8 years general, 3 years specific experience years specific experience as a professional subject matter expert in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Calibration/Instrument, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics, Business Management and Processes.

**Functional Responsibility:** Duties typically involve:
- Developing of programs and implementing creative and innovative solutions to the customers problems.
- Researching and analyzing customer requirements.
- Applying expert knowledge to determine the accuracy and reasonableness of data.
- Documenting and summarizing results and developing and recommending solutions.
- Making high-level decisions and recommendations that may impact the technology strategy and related activities of the organization.
- Negotiating critical issues with top-level manager of other organizations and agencies.
- Demonstrating high degree of creativity and foresight.
- Provides subject matter expert on very complex programs in one or more of the disciplines or sub-disciplines related to them as described in the General Experience section above.
- Provides state-of-the-art advice for concept planning/development, design, integration, test and evaluation and system lifecycle support.
- Applies expert knowledge of technologies related to their field of expertise.
- Provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.
- An authority within their field of expertise and possess extensive knowledge of related fields.

CLIN: 541330ENG, 541380, 541420, 541715
### Commercial Job Title: Senior Subject Matter Expert III

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, or related technical field consistent with relevant discipline or related area.

**Minimum/General Experience:**
10 years general, 3 years specific experience years specific experience as a professional subject matter expert in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Calibration/Instrument, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics, Business Management and Processes.

**Functional Responsibility:**
- Duties typically involve:
  - Developing of programs and implementing creative and innovative solutions to the customers problems.
  - Researching and analyzing customer requirements.
  - Applying expert knowledge to determine the accuracy and reasonableness of data.
  - Documenting and summarizing results and developing and recommending solutions.
  - Making high-level decisions and recommendations that may impact the technology strategy and related activities of the organization.
  - Negotiating critical issues with top-level manager of other organizations and agencies.
  - Demonstrating high degree of creativity and foresight.
  - Provides subject matter expert on very complex programs in one or more of the disciplines or sub-disciplines related to them as described in the General Experience section above.
  - Provides state-of-the-art advice for concept planning/development, design, integration, test and evaluation and system lifecycle support.
  - Applies expert knowledge of technologies related to their field of expertise.
  - Provides technical guidance and management to project leaders and program managers.
  - Regularly serves as an advisor to all levels of staff on problems of unusual complexity.
  - An authority within their field of expertise and possess extensive knowledge of related fields.

**CLIN:** 541330ENG, 541380, 541420, 541715
**Commercial Job Title: Principal Subject Matter Expert I**

**Education:**
Bachelor’s degree in computer science, information systems, engineering, business, or related technical field consistent with relevant discipline or related area.

**Minimum/General Experience:**
10 years general, 4 years specific experience years specific experience as a professional subject matter expert in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Calibration/Instrument, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics, Business Management and Processes.

**Functional Responsibility:**
- Duties typically involve:
  - Developing of programs and implementing creative and innovative solutions to the customers problems.
  - Researching and analyzing customer requirements.
  - Applying expert knowledge to determine the accuracy and reasonableness of data.
  - Documenting and summarizing results and developing and recommending solutions.
  - Making high-level decisions and recommendations that may impact the technology strategy and related activities of the organization.
  - Negotiating critical issues with top-level manager of other organizations and agencies.
  - Demonstrating high degree of creativity and foresight.
  - Provides subject matter expert on very complex programs in one or more of the disciplines or sub-disciplines related to them as described in the General Experience section above.
  - Provides state-of-the-art advice for concept planning/development, design, integration, test and evaluation and system lifecycle support.
  - Applies expert knowledge of technologies related to their field of expertise.
  - Provides technical guidance and management to project leaders and program managers.
  - Regularly serves as an advisor to all levels of staff on problems of unusual complexity.
  - An authority within their field of expertise and possess extensive knowledge of related fields.

**CLIN: 541330ENG, 541380, 541420, 541715**
**Commercial Job Title: Principal Subject Matter Expert II**

**Education:**
PhD in computer science, information systems, engineering, business, or related technical field consistent with relevant discipline or related area.

**Minimum/General Experience:**
12 years general, 4 years specific experience as a professional subject matter expert in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Calibration/Instrument, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics, Business Management and Processes.

**Functional Responsibility:**
- Duties typically involve:
  - Developing programs and implementing creative and innovative solutions to the customers problems.
  - Researching and analyzing customer requirements.
  - Applying expert knowledge to determine the accuracy and reasonableness of data.
  - Documenting and summarizing results and developing and recommending solutions.
  - Making high-level decisions and recommendations that may impact the technology strategy and related activities of the organization.
  - Negotiating critical issues with top-level manager of other organizations and agencies.
  - Demonstrating high degree of creativity and foresight.
  - Provides subject matter expert on very complex programs in one or more of the disciplines or sub-disciplines related to them as described in the General Experience section above.
  - Provides state-of-the-art advice for concept planning/development, design, integration, test and evaluation and system lifecycle support.
  - Applies expert knowledge of technologies related to their field of expertise.
  - Provides technical guidance and management to project leaders and program managers.
  - Regularly serves as an advisor to all levels of staff on problems of unusual complexity.
  - An authority within their field of expertise and possess extensive knowledge of related fields.

CLIN: 541330ENG, 541380, 541420, 541715
### Commercial Job Title: SME/ Consultant Level I

**Education:** Bachelor’s degree in relevant discipline or related area. Four additional years of relevant experience may be substituted for degree.

**Minimum/General Experience:**
8 years of experience, 4 years specific experience as a professional subject matter expert in one or more of the following disciplines of Chemical, Civil: Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Calibration/Instrument, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Material/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics, Business Management and Processes. Professional experience as subject matter expert on very complex programs.

**Functional Responsibility:**
Duties typically involve developing of programs and implementing creative and innovative solutions to the customers problems; researching and analyzing customer requirements; applying expert knowledge to determine the accuracy and reasonableness of data; documenting and summarizing results and developing and recommending solutions. Makes high-level decisions and recommendations that may impact the technology strategy and related activities of the organization. Negotiates critical issues with top-level manager of other organizations and agencies. Demonstrates a high degree of creativity and foresight.
- Provides state-of-the-art advice for concept planning/development, design, integration, test and evaluation and system lifecycle support.
- Applies expert knowledge of technologies related to their field of expertise; provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.
- SME must be authority within their field of expertise and possess extensive knowledge of related fields.

**CLIN:** 541330ENG, 541380, 541420, 541715

### Commercial Job Title: SME/ Consultant Level II

**Education:** Bachelor’s degree in relevant discipline or related area.

**Minimum/General Experience:**
10 years of experience, 4 years specific experience as a professional subject matter expert in one or more of the following disciplines of Chemical, Civil: Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Calibration/Instrument, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Material/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics, Business Management and Processes. Professional experience as subject matter expert on very complex program.

**Functional Responsibility:**
Duties typically involve developing of programs and implementing creative and innovative solutions to the customers problems; researching and analyzing customer requirements; applying expert knowledge to determine the accuracy and reasonableness of data; documenting and summarizing results and developing and recommending solutions. Makes high-level decisions and recommendations that may impact the technology strategy and related activities of the organization. Negotiates critical issues with top-level manager of other organizations and agencies. Demonstrates a high degree of creativity and foresight.
- Provides state-of-the-art advice for concept planning/development, design, integration, test and evaluation and system lifecycle support.
- Applies expert knowledge of technologies related to their field of expertise; provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.
- SME must be authority within their field of expertise and possess extensive knowledge of related fields.

**CLIN:** 541330ENG, 541380, 541420, 541715
### Commercial Job Title: SME/ Consultant Level III

**Education:**
PhD in relevant or related area.

**Minimum/General Experience:**
15 years of experience, 6 years specific experience as a professional subject matter expert in one or more of the following disciplines of Chemical, Civil: Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Calibration/Instrument, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics, Business Management and Processes. Professional experience as subject matter expert on very complex programs.

**Functional Responsibility:**
Duties typically involve developing of programs and implementing creative and innovative solutions to the customers problems; researching and analyzing customer requirements; applying expert knowledge to determine the accuracy and reasonableness of data; documenting and summarizing results and developing and recommending solutions. Makes high-level decisions and recommendations that may impact the technology strategy and related activities of the organization. Negotiates critical issues with top-level manager of other organizations and agencies. Demonstrates a high degree of creativity and foresight.

- Provides state-of-the-art advice for concept planning/development, design, integration, test and evaluation and system lifecycle support.
- Applies expert knowledge of technologies related to their field of expertise; provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.
- SME must be authority within their field of expertise and possess extensive knowledge of related fields.

**CLIN:** 541330ENG, 541380, 541420, 541715

### Commercial Job Title: Engineering Technician II

**Education:**
High School Diploma/ GED

**Minimum/General Experience:**
5 years of experience, 2 years specific experience as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics. Professional experience as an engineer on complex programs.

**Functional Responsibility:**
Duties typically involve performing engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.

**CLIN:** 541330ENG, 541380, 541420, 541715
### Commercial Job Title: Engineering Technician V

**Education:**
High School Diploma/ GED

**Minimum/General Experience:**
8 years of experience, 4 years specific experience as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics. Professional experience as an engineer on complex programs.

**Functional Responsibility:**
Duties typically involve performing engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.

**CLIN:** 541330ENG, 541380, 541420, 541715

### Commercial Job Title: Supervisory Engineering Technician

**Education:**
Bachelor’s degree in relevant discipline or related area.

**Minimum/General Experience:**
15 years of experience, 6 years specific experience as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics. Professional experience as an engineer on complex programs. If serving as a task leader, must have supervisory experience.

**Functional Responsibility:**
Duties typically involve performing engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.

- Works independently; applies expert knowledge of state-of-the-art technologies; provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

**CLIN:** 541330ENG, 541380, 541420, 541715
### Commercial Job Title: Engineer I

**Education:**
Bachelor’s degree in relevant discipline or related area.

**Minimum/General Experience:**
No experience required as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Themy, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics. Professional experience as an engineer on complex programs

**Functional Responsibility:**
Duties typically involve performing engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.

- If serving as a task leader, must have supervisory experience
- Works independently; applies expert knowledge of state of the art technologies; provides technical guidance and management to project leaders and program managers.

**CLIN:** 541330ENG, 541380, 541420, 541715

### Commercial Job Title: Engineer II

**Education:**
Bachelor’s degree in relevant discipline or related area.

**Minimum/General Experience:**
3 years of experience, 1 years specific experience as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Themy, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics. Professional experience as an engineer on complex programs

**Functional Responsibility:**
Duties typically involve performing engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.

- If serving as a task leader, must have supervisory experience
- Works independently; applies expert knowledge of state of the art technologies; provides technical guidance and management to project leaders and program managers.

**CLIN:** 541330ENG, 541380, 541420, 541715
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<thead>
<tr>
<th>Commercial Job Title: Engineer III</th>
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<tbody>
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<td>Bachelor's degree in relevant discipline or related area.</td>
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<td><strong>Minimum/General Experience:</strong></td>
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<td>6 years of experience, 2 years specific experience as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers &amp; Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics. Professional experience as an engineer on complex programs</td>
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**CLIN: 541330ENG, 541380, 541420, 541715**

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<td>8 years of experience, 4 years specific experience as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers &amp; Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics. Professional experience as an engineer on complex programs</td>
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**CLIN: 541330ENG, 541380, 541420, 541715**
### Commercial Job Title: Engineer V

**Education:**
Bachelor's degree in relevant discipline or related area.

**Minimum/General Experience:**
11 years of experience, 5 years specific experience as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Material/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics. Professional experience as an engineer on complex programs.

**Functional Responsibility:**
Duties typically involve performing engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.

- If serving as a task leader, must have supervisory experience
- Works independently; applies expert knowledge of state of the art technologies; provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity

**CLIN:** 541330ENG, 541380, 541420, 541715

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### Commercial Job Title: Engineer VI

**Education:**
Bachelor's degree in relevant discipline or related area.

**Minimum/General Experience:**
15 years of experience, 6 years specific experience as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Material/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics. Professional experience as an engineer on complex programs.

**Functional Responsibility:**
Duties typically involve performing engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.

- If serving as a task leader, must have supervisory experience
- Works independently; applies expert knowledge of state of the art technologies; provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity

**CLIN:** 541330ENG, 541380, 541420, 541715
### Commercial Job Title: Senior Engineer I

**Education:**
Bachelor's degree in relevant discipline or related area.

**Minimum/General Experience:**
6 years of experience, 2 years specific experience as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics. Professional experience as an engineer on complex programs.

**Functional Responsibility:**
Duties typically involve performing engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.
- If serving as a task leader, must have supervisory experience
- Works independently; applies expert knowledge of state of the art technologies; provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity

CLIN: 541330ENG, 541380, 541420, 541715

### Commercial Job Title: Senior Engineer III

**Education:**
Bachelor's degree in relevant discipline or related area.

**Minimum/General Experience:**
10 years of experience, 4 years specific experience as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics. Professional experience as an engineer on complex programs.

**Functional Responsibility:**
Duties typically involve performing engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.
- If serving as a task leader, must have supervisory experience
- Works independently; applies expert knowledge of state of the art technologies; provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity

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</tr>
<tr>
<td>Duties typically involve performing engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.</td>
</tr>
<tr>
<td>• If serving as a task leader, must have supervisory experience</td>
</tr>
<tr>
<td>• Works independently; applies expert knowledge of state of the art technologies; provides technical guidance and management to project leaders and program managers.</td>
</tr>
<tr>
<td>• Regularly serves as an advisor to all levels of staff on problems of unusual complexity</td>
</tr>
<tr>
<td>• Principal Engineer must be authority within their field of expertise and possess extensive knowledge of related fields</td>
</tr>
<tr>
<td><strong>CLIN:</strong> 541330ENG, 541380, 541420, 541715</td>
</tr>
</tbody>
</table>
### Commercial Job Title: Engineering Analyst

**Education:**
Bachelor’s degree in relevant discipline or related area.

**Minimum/General Experience:**
5 years of experience, 3 years specific experience as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics. Professional experience as an engineer on complex programs

**Functional Responsibility:**
Duties typically involve performing engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.

- If serving as a task leader, must have supervisory experience
- Works independently; applies expert knowledge of state of the art technologies; provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity

CLIN: 541330ENG, 541380, 541420, 541715

### Commercial Job Title: Senior Engineering Analyst

**Education:**
Bachelor’s degree in relevant discipline or related area.

**Minimum/General Experience:**
7 years of experience, 4 years specific experience as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics. Professional experience as an engineer on complex programs

**Functional Responsibility:**
Duties typically involve performing engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.

- If serving as a task leader, must have supervisory experience
- Works independently; applies expert knowledge of state of the art technologies; provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity

CLIN: 541330ENG, 541380, 541420, 541715
### Commercial Job Title: Principal Engineering Analyst

**Education:**
Bachelor's degree in relevant discipline or related area.

**Minimum/General Experience:**
10 years of experience, 4 years specific experience as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics. Professional experience as an engineer on complex programs

**Functional Responsibility:**
Duties typically involve performing engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.

- If serving as a task leader, must have supervisory experience
- Works independently; applies expert knowledge of state of the art technologies; provides technical guidance and management to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity
- Principal Engineer must be authority within their field of expertise and possess extensive knowledge of related fields

**CLIN:** 541330ENG, 541380, 541420, 541715

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### Commercial Job Title: Logician III

**Education:**
Bachelor's degree in relevant discipline or related area.

**Minimum/General Experience:**
8 years of experience, 4 years specific experience as a logistician that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Supply, Fielding, NEIT, INET, Training, Transportation, Warehousing, Distribution, Operations Research, Logistics, Administration, Program Control, Logistics Concepts, Provisioning, Budgeting, Depot Systems, Management Planning, MANPRINT, CE Equipment, Military Programs Management, Maintenance, Configuration Management, Quality Assurance, Testing, IV&V, Instructor, Material Management, Production Coordination, and Fabrication. Must analyze, recommend approaches, and plan for the delivery of the necessary logistics elements in compliance with Industry and Government practices. Professional experience as lead logistician on very complex programs

**Functional Responsibility:**
- Works independently; applies expert knowledge to reduce cost and level-of-effort; provides technical guidance to project leaders and program managers.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity

**CLIN:** 541330ENG, 541380, 541420, 541715
<table>
<thead>
<tr>
<th>Commercial Job Title: Junior Programmer/Analyst I</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education:</strong></td>
</tr>
<tr>
<td>Bachelor’s degree in relevant discipline or related area.</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong></td>
</tr>
<tr>
<td>No experience required as a programmer/analyst that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Data Management, Data Warehousing, Data Modeling, Data Administration, Automated Data Processing, CAD/CAM, Imaging, Graphics, Computer Operations, System Administration, Software Engineering, Programming (including the design, development, code, test, and debug of software), Documentation, Networking, Data Transfer, Data Archiving and Retrieval, Data Organization, Routing, Business, Budget, Program, Research, Operations Research, Systems, Cost, Quality Assurance, Business Processes, Imagery, IV&amp;V, Science, Technician, or other engineering related technical functional analysis field in compliance with current Industry and Government practices.</td>
</tr>
<tr>
<td><strong>Functional Responsibility:</strong></td>
</tr>
<tr>
<td>• Identifies potential problems and solutions through programming; systems and data analysis in their field of expertise; uses programming and analysis processes as approaches for improving organization performance and services needed to implement new or revised business or functional processes.</td>
</tr>
<tr>
<td>• Participates in all phases of study development, with emphasis on the planning, analysis, documentation, and presentation phases of the analysis cycle.</td>
</tr>
<tr>
<td>CLIN: 541330ENG, 541380, 541420, 541715</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Commercial Job Title: Programmer/Analyst II</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education:</strong></td>
</tr>
<tr>
<td>Bachelor’s degree in relevant discipline or related area.</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong></td>
</tr>
<tr>
<td>5 years of experience, 2 years specific experience as a programmer/analyst that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Data Management, Data Warehousing, Data Modeling, Data Administration, Automated Data Processing, CAD/CAM, Imaging, Graphics, Computer Operations, System Administration, Software Engineering, Programming (including the design, development, code, test, and debug of software), Documentation, Networking, Data Transfer, Data Archiving and Retrieval, Data Organization, Routing, Business, Budget, Program, Research, Operations Research, Systems, Cost, Quality Assurance, Business Processes, Imagery, IV&amp;V, Science, Technician, or other engineering related technical functional analysis field in compliance with current Industry and Government practices.</td>
</tr>
<tr>
<td><strong>Functional Responsibility:</strong></td>
</tr>
<tr>
<td>• Works independently; identifies potential problems and solutions through programming; systems and data analysis in their field of expertise; uses programming and analysis processes as approaches for improving organization performance and services needed to implement new or revised business or functional processes.</td>
</tr>
<tr>
<td>• Participates in all phases of study development, with emphasis on the planning, analysis, documentation, and presentation phases of the analysis cycle.</td>
</tr>
<tr>
<td>CLIN: 541330ENG, 541380, 541420, 541715</td>
</tr>
</tbody>
</table>
### Commercial Job Title: Programmer/Analyst IV
#### Education:
Bachelor’s degree in relevant discipline or related area.

#### Minimum/General Experience:
9 years of experience, 4 years specific experience as a programmer/analyst that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Data Management, Data Warehousing, Data Modeling, Data Administration, Automated Data Processing, CAD/CAM, Imaging, Graphics, Computer Operations, System Administration, Software Engineering, Programming (including the design, development, code, test, and debug of software), Documentation, Networking, Data Transfer, Data Archiving and Retrieval, Data Organization, Routing, Business, Budget, Program, Research, Operations Research, Systems, Cost, Quality Assurance, Business Processes, Imagery, IV&V, Science, Technician, or other engineering related technical functional analysis field in compliance with current Industry and Government practices.

#### Functional Responsibility:
- Works independently; identifies potential problems and solutions through programming; systems and data analysis in their field of expertise; uses programming and analysis processes as approaches for improving organization performance and services needed to implement new or revised business or functional processes.
- Provides high level functional and system analysis on complex studies, which require a high-level knowledge of their field of expertise for effective problem resolution.
- Reviews and approves the design and preparation of technical documentation and reports.
- Participates in all phases of study development, with emphasis on the planning, analysis, documentation, and presentation phases of the analysis cycle.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

**CLIN: 541330ENG, 541380, 541420, 541715**

### Commercial Job Title: Senior Programmer/Analyst II
#### Education:
Bachelor’s degree in relevant discipline or related area.

#### Minimum/General Experience:
12 years of experience, 5 years specific experience as a programmer/analyst that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Data Management, Data Warehousing, Data Modeling, Data Administration, Automated Data Processing, CAD/CAM, Imaging, Graphics, Computer Operations, System Administration, Software Engineering, Programming (including the design, development, code, test, and debug of software), Documentation, Networking, Data Transfer, Data Archiving and Retrieval, Data Organization, Routing, Business, Budget, Program, Research, Operations Research, Systems, Cost, Quality Assurance, Business Processes, Imagery, IV&V, Science, Technician, or other engineering related technical functional analysis field in compliance with current Industry and Government practices.

#### Functional Responsibility:
- Works independently; identifies potential problems and solutions through programming; systems and data analysis in their field of expertise; uses programming and analysis processes as approaches for improving organization performance and services needed to implement new or revised business or functional processes.
- Provides high level functional and system analysis on complex studies, which require a high-level knowledge of their field of expertise for effective problem resolution.
- Reviews and approves the design and preparation of technical documentation and reports.
- Participates in all phases of study development, with emphasis on the planning, analysis, documentation, and presentation phases of the analysis cycle.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

**CLIN: 541330ENG, 541380, 541420, 541715**
**Commercial Job Title: Principal Programmer/Analyst I**

**Education:** Bachelor’s degree in relevant discipline or related area.

**Minimum/General Experience:**
12 years of experience, 5 years specific experience as a programmer/analyst that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Data Management, Data Warehousing, Data Modeling, Data Administration, Automated Data Processing, CAD/CAM, Imaging, Graphics, Computer Operations, System Administration, Software Engineering, Programming (including the design, development, code, test, and debug of software), Documentation, Networking, Data Transfer, Data Archiving and Retrieval, Data Organization, Routing, Business, Budget, Program, Research, Operations Research, Systems, Cost, Quality Assurance, Business Processes, Imagery, IV&V, Science, Technician, or other engineering related technical functional analysis field in compliance with current Industry and Government practices.

**Functional Responsibility:**
- Works independently; identifies potential problems and solutions through programming; systems and data analysis in their field of expertise; uses programming and analysis processes as approaches for improving organization performance and services needed to implement new or revised business or functional processes.
- Provides high level functional and system analysis on complex studies, which require a high-level knowledge of their field of expertise for effective problem resolution.
- Reviews and approves the design and preparation of technical documentation and reports.
- Participates in all phases of study development, with emphasis on the planning, analysis, documentation, and presentation phases of the analysis cycle.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.

**CLIN:** 541330ENG, 541380, 541420, 541715

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**Commercial Job Title: Principal Management Analyst**

**Education:** Bachelor’s degree in relevant discipline or related area.

**Minimum/General Experience:**
15 years of experience, 6 years specific experience as a programmer/analyst that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Data Management, Data Warehousing, Data Modeling, Data Administration, Automated Data Processing, CAD/CAM, Imaging, Graphics, Computer Operations, System Administration, Software Engineering, Programming (including the design, development, code, test, and debug of software), Documentation, Networking, Data Transfer, Data Archiving and Retrieval, Data Organization, Routing, Business, Budget, Program, Research, Operations Research, Systems, Cost, Quality Assurance, Business Processes, Imagery, IV&V, Science, Technician, or other engineering related technical functional analysis field in compliance with current Industry and Government practices.

**Functional Responsibility:**
- Works independently; identifies potential problems and solutions through programming; systems and data analysis in their field of expertise; uses programming and analysis processes as approaches for improving organization performance and services needed to implement new or revised business or functional processes.
- Provides high level functional and system analysis on complex studies, which require a high-level knowledge of their field of expertise for effective problem resolution.
- Reviews and approves the design and preparation of technical documentation and reports.
- Participates in all phases of study development, with emphasis on the planning, analysis, documentation, and presentation phases of the analysis cycle.
- Regularly serves as an advisor to all levels of staff on problems of unusual complexity.
- Serves as an authority within their field of expertise and possess extensive knowledge of related fields.

**CLIN:** 541330ENG, 541380, 541420, 541715
### Commercial Job Title: Administrative Support I

**Education:**
High School or equivalency

**Minimum/General Experience:**
No prior experience required in one or more of the following sub-disciplines, including but not limited to: Administrative Assistant, Technical Secretary, Data Entry and Support, Administrative Services or other administrative position or Clerical, in compliance with Industry and Government practices.

**Functional Responsibility:**
- Utilizes PCs, or other word processing equipment and programs. Works independently.

CLIN: 541330ENG, 541380, 541420, 541715

### Commercial Job Title: Administrative Support II

**Education:**
High School or equivalency

**Minimum/General Experience:**
3 years of experience, 1 year specific experience in one or more of the following sub-disciplines, including but not limited to: Administrative Assistant, Technical Secretary, Data Entry and Support, Administrative Services or other administrative position or Clerical, in compliance with Industry and Government practices.

**Functional Responsibility:**
- Professional experience utilizing PCs, or other word processing equipment and programs. Works independently.

CLIN: 541330ENG, 541380, 541420, 541715

### Commercial Job Title: Technical Writer

**Education:**
Bachelor's degree in relevant discipline or related area.

**Minimum/General Experience:**
4 years of experience, 2 years specific experience in one or more of the following sub-disciplines, including but not limited to: Technical Writer, Technical Presentation designer or writing position, in compliance with Industry and Government practices.

**Functional Responsibility:**
- Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses.
- May be responsible for coordinating the display of graphics and the production of the document.

CLIN: 541330ENG, 541380, 541420, 541715

### Commercial Job Title: Senior Technical Writer

**Education:**
Bachelor's degree in relevant discipline or related area.

**Minimum/General Experience:**
10 years of experience, 4 years specific experience in one or more of the following sub-disciplines, including but not limited to: Technical Writer, Technical Presentation designer or writing position, in compliance with Industry and Government practices.

**Functional Responsibility:**
- Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses.
- May be responsible for coordinating the display of graphics and the production of the document.

CLIN: 541330ENG, 541380, 541420, 541715
<table>
<thead>
<tr>
<th><strong>Commercial Job Title:</strong> CADD/ Graphics Specialist</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education:</strong></td>
</tr>
<tr>
<td>High School or equivalency</td>
</tr>
<tr>
<td><strong>Minimum/General Experience:</strong></td>
</tr>
<tr>
<td>2 years of experience, 1 year specific experience in one or more of the following sub-disciplines, including but not limited to: Technical Writer, Technical Presentation designer or writing position, in compliance with Industry and Government practices.</td>
</tr>
<tr>
<td><strong>Functional Responsibility:</strong></td>
</tr>
<tr>
<td>• Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses.</td>
</tr>
<tr>
<td>• May be responsible for coordinating the display of graphics and the production of the document.</td>
</tr>
<tr>
<td><strong>CLIN:</strong> 541330ENG, 541380, 541420, 541715</td>
</tr>
</tbody>
</table>
Labor Category Descriptions & Substitutions:

When determining the qualifications of an individual to fill one of the labor category positions offered herein, substitutions for education and experience requirements may be made as shown in the following table. The minimum education and experience will be met when the educational equivalencies in the tables below are considered.

Additional experience in excess of requirements can be substituted for educational requirements.

<table>
<thead>
<tr>
<th>Required Education</th>
<th>Actual Education Obtained</th>
<th>Additional Years of Experience Credited the STG Employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>MNMS</td>
<td>Ph.D.</td>
<td>4</td>
</tr>
<tr>
<td>BNBS</td>
<td>Ph.D.</td>
<td>6</td>
</tr>
<tr>
<td>BNBS</td>
<td>MNMS</td>
<td>2</td>
</tr>
<tr>
<td>HS/GED</td>
<td>BNBS</td>
<td>4</td>
</tr>
<tr>
<td>HS/GED</td>
<td>ANAS</td>
<td>2</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Actual Education</th>
<th>Required Education</th>
<th>Additional Years of Experience Needed for Educational Requirements Equivalency</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>HS/GED</td>
<td>2</td>
</tr>
<tr>
<td>HS/GED</td>
<td>Tech-Inst./Military Train.</td>
<td>2</td>
</tr>
<tr>
<td>HS/GED</td>
<td>BNBS</td>
<td>4</td>
</tr>
<tr>
<td>HS/GED</td>
<td>MNMS</td>
<td>6</td>
</tr>
<tr>
<td>HS/GED</td>
<td>Ph.D.</td>
<td>No equivalency</td>
</tr>
<tr>
<td>BNBS</td>
<td>MNMS</td>
<td>2</td>
</tr>
<tr>
<td>BNBS</td>
<td>Ph.D.</td>
<td>6</td>
</tr>
<tr>
<td>MNMS</td>
<td>Ph.D.</td>
<td>4</td>
</tr>
</tbody>
</table>

1. Technical Manager Group

Technical Manager

General Experience: Experience as a technical manager that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Program Management, Project Management, Task Management, Cost Management, Site Management, Project Control, Life Cycle Management, Quality Assurance, Configuration Management, Testing, Documentation, Contract Management, Project Administration, Business Management, Subcontract Management, Budget, Program Analyst, Controller. Duties typically involve responsibility for formulating and enforcing work standards; operating results, in terms of costs, methods, and personnel; project schedules; output products accuracy; performance, and completeness; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates for such efforts as Engineering Programs, Scientific Studies and Analysis, Logistics Programs or Systems Acquisitions or related programs consistent with Industry and Government practices.
Specialized Experience: (Applicable to Principal, Senior, and Technical Manager levels only.) Professional experience as a technical manager on very complex programs. Possesses experience in planning, organizing, monitoring, controlling, and directing the technical, administrative, financial, contractual, and personnel actions required in the performance of a contract. Regularly serves as an advisor to all levels of staff on problems of unusual complexity, Principal Technical Manager must be authority within their field of expertise and possess extensive knowledge of related fields.

<table>
<thead>
<tr>
<th>Labor Category Group Number</th>
<th>Labor Category Title</th>
<th>Degree</th>
<th>Years General</th>
<th>Years Specific</th>
</tr>
</thead>
<tbody>
<tr>
<td>TECH-110</td>
<td>Technical Manager I</td>
<td>BS</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>TECH-120</td>
<td>Technical Manager II</td>
<td>BS</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>TECH-130</td>
<td>Technical Manager III</td>
<td>BS</td>
<td>5-7</td>
<td>2</td>
</tr>
<tr>
<td>TECH-140</td>
<td>Technical Manager IV</td>
<td>BS</td>
<td>8-10</td>
<td>4</td>
</tr>
<tr>
<td>TECH-210</td>
<td>Senior Technical Manager I</td>
<td>BS</td>
<td>5-7</td>
<td>2</td>
</tr>
<tr>
<td>TECH-220</td>
<td>Senior Technical Manager II</td>
<td>BS</td>
<td>8</td>
<td>2</td>
</tr>
<tr>
<td>TECH-230</td>
<td>Senior Technical Manager III</td>
<td>BS</td>
<td>9</td>
<td>3</td>
</tr>
<tr>
<td>TECH-240</td>
<td>Senior Technical Manager IV</td>
<td>BS</td>
<td>10-12</td>
<td>4</td>
</tr>
<tr>
<td>TECH-250</td>
<td>Senior Technical Manager V</td>
<td>BS</td>
<td>12-15</td>
<td>5</td>
</tr>
<tr>
<td>TECH-310</td>
<td>Principal Technical Manager I</td>
<td>BS</td>
<td>15-20</td>
<td>6</td>
</tr>
<tr>
<td>TECH-410</td>
<td>Task Manager</td>
<td>BS</td>
<td>3-5</td>
<td>1</td>
</tr>
<tr>
<td>TECH-420</td>
<td>Project Manager</td>
<td>BS</td>
<td>5-7</td>
<td>3</td>
</tr>
<tr>
<td>TECH-430</td>
<td>Program Manager</td>
<td>BS</td>
<td>10-12</td>
<td>4</td>
</tr>
</tbody>
</table>

2. Subject Matter Expert (SME) Group

SME

General Experience: Experience as a professional subject matter expert in one or more of the following disciplines of Chemical, Civil: Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Calibration/ Instrument, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics, Business Management and Processes. Duties typically involve developing of programs and implementing creative and innovative solutions to the customers problems; researching and analyzing customer requirements; applying expert knowledge to determine the accuracy and reasonableness of data; documenting and summarizing results and developing and recommending solutions. Makes high-level decisions and recommendations that may impact the technology strategy and related activities of the organization. Negotiates critical issues with top-level manager of other organizations and agencies. Demonstrates a high degree of creativity and foresight.
Specialized Experience: Professional experience as subject matter expert on very complex programs in one or more of the disciplines or sub-disciplines related to them as described in the General Experience section above. Provides state-of-the-art advice for concept planning/development, design, integration, test and evaluation and system lifecycle support. Applies expert knowledge of technologies related to their field of expertise; provides technical guidance and management to project leaders and program managers. Regularly serves as an advisor to all levels of staff on problems of unusual complexity. SME must be authority within their field of expertise and possess extensive knowledge of related fields.

<table>
<thead>
<tr>
<th>Labor Category Group Number</th>
<th>Labor Category Title</th>
<th>Degree</th>
<th>Years General</th>
<th>Years Specific</th>
</tr>
</thead>
<tbody>
<tr>
<td>SME-110</td>
<td>Subject Matter Expert I</td>
<td>BS</td>
<td>0-4</td>
<td>1</td>
</tr>
<tr>
<td>SME-220</td>
<td>Senior Subject Matter Expert II</td>
<td>BS</td>
<td>8</td>
<td>3</td>
</tr>
<tr>
<td>SME-230</td>
<td>Senior Subject Matter Expert III</td>
<td>BS</td>
<td>10</td>
<td>4</td>
</tr>
<tr>
<td>SME-310</td>
<td>Principal Subject Matter Expert I</td>
<td>BS</td>
<td>10</td>
<td>4</td>
</tr>
<tr>
<td>SME-320</td>
<td>Principal Subject Matter Expert II</td>
<td>PhD</td>
<td>12</td>
<td>4</td>
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<tr>
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<tr>
<td>SME-420</td>
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<td>BS</td>
<td>10-12</td>
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<tr>
<td>SME-430</td>
<td>SME/Consultant III</td>
<td>PhD</td>
<td>15+</td>
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</table>

3. Engineer Group

Engineer

General Experience: Experience as an engineer in one or more of the following disciplines of Chemical, Civil, Electrical, or Mechanical Engineering or sub-disciplines related to them including, but not limited to the following examples: General, Reliability, Maintainability, Safety, Human Factors, Environmental, Logistics, Electrical, Mechanical, Systems, Electronics, Optical, Thermal, Software, Computer, Computer Systems, Aerospace, Instrument/Spacecraft, Geoscience, Instrument/Calibration, Manufacturing, Test (Non-Destructive and Destructive), Specification, Materials, Design, Bio-Engineering, Structural, Materiel/Munitions, Transportation, Geotechnical, Communications, Information Theory, Lasers & Electro Optics, Remote Sensing, Industrial, Engineering Management, EMSEC, Applied Mechanics. Duties typically involve performing engineering services that may include but are not limited to the following: engineering studies and analyses; technology planning; systems architecture development; requirements development; concept development; systems design; system development and integration; test and evaluation; systems operation; construction; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and systems acquisition and life cycle management in compliance with current Industry and Government practices.
**Specialized Experience:** (Applicable to Principal, Senior, and Engineer levels only.) Professional experience as an engineer on complex programs. If serving as a task leader, must have supervisory experience. Works independently; applies expert knowledge of state of the art technologies; provides technical guidance and management to project leaders and program managers. Regularly serves as an advisor to all levels of staff on problems of unusual complexity. Principal Engineer must be authority within their field of expertise and possess extensive knowledge of related fields.

<table>
<thead>
<tr>
<th>Labor Category Group Number</th>
<th>Labor Category Title</th>
<th>Degree</th>
<th>Years General</th>
<th>Years Specific</th>
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<tbody>
<tr>
<td><strong>Engineer</strong></td>
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<tr>
<td>ENG-020</td>
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<td>ENG-050</td>
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<td>ENG-090</td>
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<td>ENG-120</td>
<td>Engineer II</td>
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<tr>
<td>ENG-130</td>
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<td>Engineer IV</td>
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<td>ENG-150</td>
<td>Engineer V</td>
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<td>11 15</td>
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<td>ENG-230</td>
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<td>BS</td>
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<td>ENG-420</td>
<td>Engineering Analyst</td>
<td>BS</td>
<td>5-7</td>
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<tr>
<td>ENG-430</td>
<td>Senior Engineering Analyst</td>
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<td>7-10</td>
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<tr>
<td>ENG-450</td>
<td>Principal Engineering Analyst</td>
<td>BS</td>
<td>10-12</td>
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</table>

4. **Logistics Group**

**Logistician**

**General Experience:** Experience as a logistician that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Supply, Fielding, NEIT, INET, Training, Transportation, Warehousing, Distribution, Operations Research, Logistics, Administration, Program Control, Logistics Concepts, Provisioning, Budgeting, Depot Systems, Management Planning, MANPRINT, CE Equipment, Military Programs Management, Maintenance, Configuration Management, Quality Assurance, Testing, IV&V, Instructor, Material Management, Production Coordination, and Fabrication. Must analyze, recommend approaches, and plan for the delivery of the necessary logistics elements in compliance with Industry and Government practices.
**Specialized Experience:** (Applicable to Principal, Senior, and Logistical level only.)
Professional experience as lead logisticians on very complex programs. Works independently; applies expert knowledge to reduce cost and level-of-effort; provides technical guidance to project leaders and program managers. Regularly serves as an advisor to all levels of staff on problems of unusual complexity. Principal Logistician must be authority within their field of expertise and possess extensive knowledge of related fields.

<table>
<thead>
<tr>
<th>Labor Category Group Number</th>
<th>Labor Category Title</th>
<th>Degree</th>
<th>Years General</th>
<th>Years Specific</th>
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<td>Logistics</td>
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<td>BS</td>
<td>8-10</td>
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5. **Programmer/Analyst Group**

**Programmer/Analyst**

**General Experience:** Experience as a programmer/analyst that supports one or more of the phases of engineering that extend from initial strategic technology planning through life cycle management and related engineering services including, but not limited to: Data Management, Data Warehousing, Data Modeling, Data Administration, Automated Data Processing, CAD/CAM, Imaging, Graphics, Computer Operations, System Administration, Software Engineering, Programming (including the design, development, code, test, and debug of software), Documentation, Networking, Data Transfer, Data Archiving and Retrieval, Data Organization, Routing, Business, Budget, Program, Research, Operations Research, Systems, Cost, Quality Assurance, Business Processes, Imagery, IV&V, Science, Technician, or other engineering related technical functional analysis field in compliance with current Industry and Government practices.

**Specialized Experience:** (Applicable to Principal, Senior, and Programmer/Analyst levels only.) Professional experience as a lead programmer/analyst on very complex programs. Works independently; identifies potential problems and solutions through programming; systems and data analysis in their field of expertise; uses programming and analysis processes as approaches for improving organization performance and services needed to implement new or revised business or functional processes. Provides high level functional and system analysis on complex studies, which require a high level knowledge of their field of expertise for effective problem resolution. Reviews and approves the design and preparation of technical documentation and reports. Participates in all phases of study development, with emphasis on the planning, analysis, documentation, and presentation phases of the analysis cycle. Regularly serves as an advisor to all levels of staff on problems of unusual complexity. Principal Programmer/Analyst must be authority within their field of expertise and possess extensive knowledge of related fields.
### 6. Support Group

#### Support Staff

**General Experience:** Experience in one or more of the following sub-disciplines, including but not limited to: Project Control Specialist, Accountant, Contract Administration, Subcontract Administration, Human Resources, Technical Editing and Writing, Graphics, Data Entry and Support, and Administrative Services, in compliance with current Industry and Government practices.

**Specialized Experience:** (Applicable to Support Staff Levels SUP 120 to 150). Professional experience in one or more of the sub-disciplines listed above. Works independently. Provides support and advice within their area of expertise, applies knowledge of technologies utilized within their sub-discipline; provides technical guidance and support to project leaders and program managers. May serve in a team leader or supervisory capacity.

### 7. Administrative Support

#### Administration Staff

**General Experience:** Experience in one or more of the following sub-disciplines, including but not limited to: Administrative Assistant, Technical Secretary, Data Entry and Support, Administrative Services or other administrative position or Clerical, in compliance with Industry and Government practices.

**Education:** High School or equivalency

**Specialized Experience:** (Applicable to Administrative Support Levels SUP-020 and SUP-030.) Professional experience utilizing PCs, or other word processing equipment and programs. Works independently.
8. **Technical Writing Support**

**General Experience:** Experience in one or more of the following sub-disciplines, including but not limited to: Technical Writer, Technical Presentation designer or writing position, in compliance with Industry and Government practices.

**Specialized Experience:** Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document.

9. **Graphics Design/Support:**

**General Experience:** Experience in one or more of the following sub-disciplines, including but not limited to: Graphics Designer, AutoCad Operator, Computer Aided Design Specialist or other Graphics Designing position, in compliance with Industry and Government practices.

**Specialized Experience:** Knowledge of current graphic design software to produce graphic art and visual materials for promotions, advertisements, films, packaging, and informative and instructional material through a variety of media outlets such as websites and CD-ROMs. Generates and manipulates graphic images, animations, sound, text and video into consolidated and seamless multimedia programs. Must remain abreast of technological advances in the field and be able to identify areas of use in the organization.

<table>
<thead>
<tr>
<th>Labor Category Group Number</th>
<th>Labor Category Title</th>
<th>Degree</th>
<th>Years General</th>
<th>Years Specific</th>
</tr>
</thead>
<tbody>
<tr>
<td>Support</td>
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<tr>
<td>TCW-100</td>
<td>Technical Writer</td>
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<tr>
<td>TCW-130</td>
<td>Senior Technical Writer</td>
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<td>10+</td>
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<td>CGS-200</td>
<td>CADD/Graphics Specialist</td>
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