

Federal Supply Service

Authorized Federal Supply Schedule Price List

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: GSAAdvantage.gov.

Multiple Award Schedule

FSC Group: Professional Schedule FSC Class: F999, R703, R704, R408, R706, R799, and V122

Contract Number: GS00F296CA

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at GSA.gov

Contract Period: 09/04/2020 through 09/03/2025



Perspecta Services & Solutions Inc.
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Sharon Petrelles

Business Size: Large

Price list current as of Modification MASS Mod PS-A826 effective 11/19/2020

CUSTOMER INFORMATION

1a. Table of awarded special item number(s) with appropriate cross-reference to item descriptions and awarded price(s).

SINs	Recovery	SIN Title
522310	522310RC	Financial Advising, Loan Servicing and Asset Management Services
541219	541219RC	Budget and Financial Management Services
541370GIS	541370GISRC	Geographic Information Systems (GIS) Services
541611	541611RC	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
541614	541614RC	Deployment, Distribution and Transportation Logistics Services
541614SVC	541614SVCRC	Supply and Value Chain Management
541620	541620RC	Environmental Consulting Services
561210FS	561210FSRC	Facilities Support Services
611430	611430RC	Professional and Management Development Training
OLM	OLMRC	Order-Level Materials (OLM)

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply. Starting on Page 14 Rate tables

1c. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate “Not applicable” for this item. Starting on Page 5 Labor category descriptions

2. Maximum order: \$1,000,000

SINs	Maximum Order
ALL SINs	\$1,000,000
OLM	\$250,000

3. Minimum order: \$100

4. Geographic coverage (delivery area): Domestic only.

5. Point(s) of production (city, county, and State or foreign country): Not Applicable

6. Discount from list prices or statement of net price. Government prices are net.

7. Quantity discounts.

<i>Proposed Dollar Volume Discounts</i>	
<i>Task Order Amount</i>	<i>Proposed Discount Depending on Task Order Specifics</i>
\$750,000 – \$1 Million	To be negotiated Zero Percent – Three Percent (0% - 3%)
\$3 Million – \$5 Million	To be negotiated Three Percent – Five Percent (3% - 5%)
\$5 Million	To be negotiated Five Percent – Eight Percent (5% - 8%)

8. Prompt payment terms. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions. 38% - 20 days; Net 30 Days.

9. Foreign items (list items by country of origin). Not Applicable

10a. Time of delivery. (Contractor insert number of days.) To Be Determined at the Task Order level.

10b. Expedited Delivery. Items available for expedited delivery are noted in this price list. To Be Determined at the Task Order level.

10c. Overnight and 2-day delivery. Contact Contractor

10d. Urgent Requirements. Contact Contractor

11. F.O.B. point(s). Destination

12a. Ordering address(es).

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Herndon, VA, 20171-3741

Attention: Sharon Petrelles 571-521-7776

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12b. 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.

13. Payment address (es). Please contact the Contract Administrator or see individual task order instructions.

14. Warranty provision. Standard Commercial Warranty Terms & Conditions

15. Export packing charges, if applicable. Not Applicable

16. Terms and conditions of rental, maintenance, and repair (if applicable). Not Applicable

17. Terms and conditions of installation (if applicable). Not Applicable

18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable). Not Applicable

18b. Terms and conditions for any other services (if applicable). Not Applicable

19. List of service and distribution points (if applicable). Not Applicable

20. List of participating dealers (if applicable). Not Applicable

21. Preventive maintenance (if applicable). Not Applicable

22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants). Not Applicable

22b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) Not Applicable

23. Data Universal Number System (DUNS) number. 827599759

24. Notification regarding registration in System for Award Management (SAM) database. Perspecta Services & Solutions Inc. is registered in the SAM database under CAGE Code 57SH7.

Below categories applicable to awarded SINs

541611 and 611430

Subject Matter Expert

Responsibilities: Provides extremely high-level subject matter expertise for work described in the task. Provides advanced technical knowledge and analysis of highly specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation, training, and implementation advice on complex problems, which require doctorate level knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, training and presentation phases. Applies principles, methods, and knowledge of specific functional areas of expertise to specific task order requirements. Provides advice on esoteric problems, which require extensive knowledge of the subject matter. Designs and prepares technical reports, studies, and related documentation, makes charts and graphs to record results, prepares and delivers presentations, training, and briefings as required by the task order.

Education: PhD from an accredited college or university in the specific subject matter discipline as identified in the statement of work.

Experience: Five years of task related experience in the identified field of study or specialization.

Business Subject Matter Specialist

Responsibilities: Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems, which require extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases. Applies principles, methods and knowledge of the functional area of expertise to specific task order requirements, advanced business, management and administrative principles and methods to exceptionally difficult technical problems in Government program and administrative applications to arrive at automated solutions. Designs and prepares technical reports and related documentation, makes charts and graphs to record results. Prepares and delivers presentations and briefings as required by the task order. Technical support includes technical advice on security requirements for highly specialized applications, technical report preparation or other services as required by the task order.

Education: Bachelor's degree from an accredited college or university, which provides substantial knowledge useful in managing large, complex IT, projects, or is closely related to the work to be automated.

Experience: Four years of intensive and progressive experience in the individual's field of study and specialization.

Executive Project Manager

Responsibilities: Responsible for large complex projects. Leads team on large complex projects. Translates customer requirements into formal agreements and plans to culminate in customer acceptance

or results. Expert knowledge of business processes, specifically in Client Relationship Management (CRM). Responsible for performance, cost, scope, schedule, quality, and appropriate business measurements for their project, according to their project charter. Has extensive professional knowledge of market segment/industry/technology/discipline trends. Works with client to identify business requirements and develops the proposal. Subsequently leads a team in the initiating, planning, controlling, executing, and closing tasks of a project (or segment of a project) to produce the solution deliverable. Execute a wide range of process activities beginning with the request for proposal through development, test, and final delivery. Anticipates future customer, industry, and business trends. Applies this understanding to complex problems to meet project objectives. As appropriate, challenges the validity of given procedures and processes with a view toward enhancement or improvement. Analyzes information and situations and implements actions independently and or through the management team, to ensure project objectives are met. Analyzes new and complex project related problems and creates innovative solutions involving finance, scheduling, technology, methodology, tools and solution components. Possesses significant breadth of knowledge in business matters, finance, planning, and forecasting and personnel order to manage team staff and business matters.

Education: Bachelor's degree from an accredited college or university, which provides substantial knowledge of the information sciences.

Experience: Eleven years of intensive and progressive experience demonstrating the required proficiency levels related to task Education may be substituted with 15 years of intensive and progressive experience demonstrating the required proficiency levels related to task.

Senior Project Manager

Responsibilities: Responsible for large projects or significant segments of a large complex project. Leads team on large projects or significant segment of large complex projects. Translate customer requirements into formal agreements and plans to culminate in customer acceptance of results, or have acceptance in the targeted market, while meeting business objectives. Works with client to identify business requirements and develops the proposal. Subsequently leads a team in the initiating, planning, controlling, executing, and closing tasks of a project or segment of a project to produce the solution deliverable. Execute a wide range of process activities beginning with the request for proposal through development, test and final delivery. Formulates partnerships between customer, suppliers and staff. Anticipates potential project related problems. Utilizes refined techniques for identifying, eliminating or mitigating solution, project, and business risk. Understands customer, industry and business trends. Applies this understanding to meet project objectives. As appropriate, challenges the validity of given procedures and processes with a view toward enhancement or improvement. Analyzes information and situations and implement actions, independently and or through the management team to ensure project objectives are met. Analyzes new and complex project related problems and creates innovative solutions involving finance, scheduling, technology, methodology, tools, and solution components.

Education: Bachelor's degree from an accredited college or university, which provides substantial knowledge of the information sciences.

Experience: Six years of intensive and progressive experience demonstrating the required proficiency levels related to task. Education may be substituted with 10 years of intensive and progressive experience demonstrating the required proficiency levels related to task.

Senior Consultant

Responsibilities: The senior consultant manages the project work as defined by the client contract. Will lead medium to large complex projects and major phases of very large projects. The senior consultant

will manage the fact-finding, analysis, and development of hypothesis/ conclusions, production of final reports and delivery of presentations. Responsible for ensuring that the project delivers to client expectations on time and to budget. Has expert knowledge of practice, consulting group and matrixed organization operations and business objectives. Has in-depth knowledge of market/ industry and service line.

Education: Bachelor's degree from an accredited college or university, which provides substantial knowledge of the information sciences.

Experience: Six years of intensive and progressive experience demonstrating the required proficiency levels related to task. Education may be substituted with 10 years of intensive and progressive experience demonstrating the required proficiency levels related to task.

Consultant

Responsibilities: Leads major portions of large or medium projects, and leads small projects autonomously. Gathers facts through research, interviewing, surveys, etc., analyze the client's business, draw conclusions, prepare final reports and gives presentations. Is proficient in the use of key analysis and graphics tools. Uses in-depth consultative skills and business knowledge based on accumulated experience and education aligned to practice business objectives and processes.

Education: Bachelor's degree from an accredited college or university, which provides substantial knowledge of the information sciences.

Experience: Five years of intensive and progressive experience demonstrating the required proficiency levels related to task. Education may be substituted with 9 years of intensive and progressive experience demonstrating the required proficiency levels related to task.

Principal Industry/Functional Area Expert

Responsibilities: Recognized for strong expertise in industry issues and trends. Utilize functional area expertise gained through direct industry experience to assess the operational and functional baseline of an organization and its organizational components. Examples of the functional areas would include Human Resources, Finance, Supply, Service, etc. Work with senior managers and executives to provide industry vision and strategic direction with regard to their enterprise. Guide the determination of information technology inadequacies and/or deficiencies that affect the functional area's ability to support/meet organizational goals. Generate functional area strategies for enhanced IT operations in a cross-functional area mode throughout the organization. Participate in account strategy sessions, strategic assessments, and design reviews to validate enterprise approach and associated work products, such as ERP implementations. Provides guidance and direction to other professionals, acts in a consulting and/or advisory capacity; coordinates resolution of highly complex problems and tasks, possesses ability to meet and operate under deadlines. Activities related to the enterprise resource planning and management processes, including but not limited to: knowledge management, investment analysis, data warehousing, e-commerce, return on investment analysis, human resource analysis, material management and logistics, procurement, ordering, manufacturing, decision support, information dissemination, planning to encompass the strategy, architecture and methodology for an enterprise modernization effort; selection, implementation and measure of packaged solutions for enterprise modernization; complete integration of applications with target data and defined processes.

Education: Educational Requirement: Bachelor's degree from an accredited college or university in computer science, information systems, engineering, scientific or a mathematics intensive discipline.

Experience: Ten years or Master's degree and 6 years or PhD and 4 years of general IT experience, including formal training and 3 years' experience in BPR methods, plus training and 1 year experience in enterprise applications.

Senior Industry/Functional Area Specialist

Responsibilities: Recognized for understanding and communicating common best practices for the industry. Utilize a knowledge base to create conceptual business models and to point out relevant issues and considerations in selecting application software packages, such as those provided by ERP vendors. Assess the operational and functional baseline of an organization and its organizational components, and help to define the direction and strategy for an engagement while ensuring the organizational needs are being addressed. Examples of the functional areas would include Human Resources, Finance, Supply, Service, etc. Work with senior managers to provide industry vision and guidance with regard to their industry. Lead the determination and classification of information technology inadequacies and/or deficiencies that affect the functional area's ability to support/meet organizational goals. Support the development of functional area strategies for enhanced IT operations in a cross-functional area mode throughout the organization. Provides work direction and guidance to other personnel; ensures accuracy of the work of other personnel, operates under deadlines, able to work on multiple tasks. Activities related to the enterprise resource planning and management processes, including but not limited to: knowledge management, investment analysis, data warehousing, e-commerce, return on investment analysis, human resource analysis, material management and logistics, procurement, ordering, manufacturing, decision support, information dissemination, planning to encompass the strategy, architecture and methodology for an enterprise modernization effort; selection, implementation and measure of packaged solutions for enterprise modernization; complete integration of applications with target data and defined processes.

Education: Bachelor's degree from an accredited college or university in computer science, information systems, engineering, scientific or a mathematics-intensive discipline.

Experience: Bachelor's degree and 6 years or Master's and 4 years or PhD and 2 years of general IT experience, including formal training and 1 years' experience in BPR methods, plus training and 1 year experience in enterprise applications.

Principal Business Process Reengineering Specialist

Responsibilities: Applies process improvement and reengineering methodologies and principles to conduct process modernization projects. Responsible for effective transitioning of existing project teams and the facilitation of project teams in the accomplishment of project activities and objectives. Provides group facilitation, interviewing, training, and provides additional forms of knowledge transfer. Key coordinator between multiple project teams to ensure enterprise-wide integration of reengineering efforts. Provides daily supervision and direction to Business Process Reengineering Specialist.

Education: A Master's degree in Computer Science, Information Systems, Engineering, Business, Education, Management Sciences, Psychology, Human Resources Development/Management, or other related scientific or technical discipline.

Experience: This position requires a minimum of ten years' experience, of which at least seven years must be specialized. Specialized experience may include facilitation, training, methodology development and evaluation, process reengineering across all phases, identifying best practices, change management, business management techniques, organizational development, activity and data modeling, or information system development methods and practices and supervision of Business Process Reengineering Specialist. With a Ph.D. (in the fields described above): eight years general experience of

which at least six years must be specialized experience is required. With a Bachelor's degree in Computer Science, Information Systems, Engineering, or other related scientific or technical discipline and 12 years general experience of which at least nine must be specialized experience, a Master's degree is not required.

Senior Business Case Analyst

Responsibilities: Develops formulas for calculating existing and future costs, researches current financial indices, develops details of actual cost of IT system using standard quantitative analyses. Develops and documents assumptions. Prepares investment analysis reports.

Education: MBA required.

Experience: Ten years' experience in accounting and investment analysis, broad understanding of Government accounting methodologies, generally accepted accounting practices, investment analyses including opportunity costs, time value of money, etc.

Business Case Analysis Specialist

Responsibilities: Identifies costs for existing IT systems (maintenance, operations, etc.) Identifies life cycle costs for proposed IT systems (development, operations, maintenance). Identifies cost savings/cost avoidance associated with retirement of old system or improved performance of new system. Briefs senior Government executives on analyses.

Education: MBA required.

Experience: Five years' experience in accounting and investment analysis, in-depth understanding of Government accounting methodologies, generally accepted accounting practices, and investment analyses including opportunity costs, time value of money, etc.

Instructional Technologist, Senior

Responsibilities: Assesses designs and conceptualizes training scenarios, approaches, objectives, plans, tools, aids, curriculums, and other state of the art technologies related to training and behavioral studies. Identifies the best approach training requirements to include, but not limited to hardware, software, simulations, course assessment and refreshment, assessment centers, oral examinations, interviews, computer assisted and adaptive testing, behavior-based assessment and performance, and team and unit assessment and measurement. Utilizes various iterative process-improvement and best methodologies in applied psychology, psychometrics, human factors engineering, educational measurement, and other related disciplines. Develops and maintains knowledge bases, conduct applied and advanced research methodologies, develop tests, surveys, training materials, data collection measures, statistical and other analysis, and identifies, conceptualizes and secures new research and development areas.

Education: Master's degree from an accredited college or university with a curriculum or major field of study, which provides substantial knowledge relevant to the task order.

Experience: Five years intensive or progressive experience in the individual's field of study or specialization.

Strategic Planner, Senior

Responsibilities: Responsible for strategic planning of large projects or a significant segment of a strategic planning portion of a large complex project. Provides the overall approach to clarify mission statements so they can be used as springboards in envisioning their desired future. Organizes, directs, and coordinates strategic planning activities. Responsible for the strategic vision. Assists in developing mission and vision statements, subsequent goal delineation, provides guidance for building operational

plans and specifying measurable outcomes to include capital outlay planning efforts in a consolidated strategic planning process and prioritizes those initiatives. Meets with appropriate Government management personnel, other contractor managers, and client agency representatives. Formulates and reviews strategic plans, ensures continuity plans grow out of definitions of agencies business functions and the processes required for achieving outcomes. Ensures agencies build on their strategic planning efforts of prior years, revisiting their mission, vision, and goals in light of the strategic plan, and changing opportunities. Must have excellent oral and written communication skills, with a demonstrated capability for dealing with all levels of management personnel, contractor managers, and client representatives. Responsible for ensuring coordination between subordinates and Strategic Planning functions within the organization and between those planning functions and appropriate Government personnel. Takes appropriate action and coordinates policies and activities with appropriate Government personnel, as required.

Education: Master's degree or higher from an accredited college or university, or experience through an organizational position representative of a corporate senior position of a firm with revenue in excess of \$50 million, supported by a Bachelor's degree in an IT related field, systems management, engineering, mathematics or scientific related field or in business administration.

Experience: Ten years of intensive and progressive experience in planning, IT, communications or engineering programs, which include: five years' experience in one or all of the following: strategic planning, business planning, information technology resource and capital planning, business process reengineering planning, advanced project planning, business area analysis planning, business requirements analysis planning, two years of intensive and progressive planning experience in diverse locations, one year managing similar projects. Direct experience with business planning methods and techniques including establishing goals, objectives, and performance measures and identifying critical success factors. Experience with executive-level interviewing and group facilitation. Knowledge of governmental operations and performance-based budgeting.

Strategic Planner, Intermediate

Responsibilities: Responsible for strategic planning of large projects or significant segment of a strategic planning portion of a large complex project. Organizes, directs, and coordinates strategic planning activities. Assists in developing mission and vision statements, subsequent goal delineation, provides guidance for building operational plans and specifying measurable outcomes to include capital outlay planning efforts in a consolidated strategic planning process, prioritizing those initiatives. Meets with appropriate Government management personnel, other contractor managers, and client agency representatives. Formulates and reviews strategic plans, ensures continuity plans grow out of definitions of agencies' business functions and the processes required for achieving outcomes. Ensures agencies build on their strategic planning efforts of prior years, revisiting their mission, vision, and goals in light of the strategic plan, and changing opportunities. Must have excellent oral and written communication skills, with a demonstrated capability for dealing with management personnel, contractor managers, and client representatives. Leads a team in the initiating, planning, controlling, executing, strategic tasks of a project or segment of a project. Utilizes refined techniques for identifying, eliminating or mitigating solution, project, and business risk. Understands customer, industry and business trends. Applies this understanding to meet project objectives. As appropriate, challenges the validity of given procedures and processes with a view toward enhancement or improvement. Analyzes information, situations, and implement actions, independently and or through the management team to ensure project objectives are met. Responsible for ensuring coordination with subordinate and Strategic Planning functions within the

organization and between those planning functions and appropriate Government personnel. Takes appropriate action and coordinates policies and activities with appropriate Government personnel.

Education: Bachelor's degree from an accredited college or university in an IT related field, systems management, engineering, mathematics or scientific related field or in business administration.

Experience: Seven years of intensive and progressive experience demonstrating the required proficiency levels related to task. Education may be substituted with 12 years of intensive and progressive experience demonstrating required proficiency levels related to task.

Modeling & Simulation Specialist I

Responsibilities: Expert in modeling and simulation functions or operations such as, but not limited to exercises, plans, coordination, demonstrations, and instruction in the fields such as, but not limited to health, environmental, transportation, law enforcement, military, and civil agencies. Provides supervision and guidance on the proper operation and use of simulation models and exercises. May support live, constructive, or virtual training.

Education: Bachelor's degree from an accredited college or university with a curriculum or major field of study or 7 years of related experience.

Experience: 5 years of increasingly complex and progressive experience in subject matter related to simulation models being used.

System Analyst I

Responsibilities: Under supervision, carries out fact finding and analysis as assigned, usually of a single activity or a routine problem, applies established procedures where the nature of the system, feasibility, computer equipment and programming language have already been decided; may assist a higher level systems analyst by preparing the detailed specifications required by computer programmers from information developed by the higher level analyst, may research routine user problems and solve them by modifying the existing system when the solutions follow clear precedents.

Education: High School diploma.

Experience: Technical experience performing assignments designed to expand practical experience in applying systems analysis techniques and procedures on predetermined systems.

Database Analyst / Programmer, Senior

Responsibilities: Designs, implements and maintains complex databases. Includes maintenance of database dictionaries, overall monitoring of standards and procedures, and integration of systems through database design. Works at the highest level of all phases of database management.

Education: Bachelor's degree from an accredited college or university with a curriculum or major field of study which provides substantial knowledge useful in managing large, complex AIS projects, is closely related to the work to be automated, and/or in a computer science, information system, a physical science, engineering or a mathematics-intensive discipline, or an applicable training certificate from an accredited training institution.

Experience: Five years of increasingly complex and progressive experience in performing systems analysis, development, and implementation of business, mathematical, or scientific settings using a variety of information technology resources. Has experience with current technologies and, where required for the task, emerging technologies.

Database Analyst/ Programmer, Intermediate

Responsibilities: Designs, implements, and maintains moderately complex databases. Includes maintenance of database dictionaries and integration of systems through database design. Works on most phases of database administration.

Education: Bachelor's degree from an accredited college or university with a curriculum or major field of study which provides substantial knowledge useful in managing large, complex AIS projects, is closely related to the work to be automated, and/or in a computer science, information system, a physical science, engineering or a mathematics-intensive discipline or an applicable training certificate from an accredited training institution.

Experience: Two years of increasingly complex and progressive experience in performing systems analysis, development, and implementation of business, mathematical, or scientific settings using a variety of information technology resources. Has experience with current technologies and, where required for the task, emerging technologies.

Business Continuity Planning Manager

Responsibilities: Responsible for development, testing, and implementation, as required, of the Business Continuity Plan (BCP) to preserve the integrity of an organization. Duties include, but are not limited to, the following:

- Designs and develops the Business Continuity Plan
- Works with Business Process Reengineering-type specialists
- Works with Enterprise Resource Planning-type specialists to identify key personnel and critical staffing levels
- Works with organization executives to recommend a rank ordering of the organization's business processes with respect to the relative importance within the organization's business domain
- Recommends the rank ordering of the organization's business processes with respect to vulnerability
- Works with Information Security-type specialists to conduct threat, risk, vulnerability assessments, and recommends disaster recovery strategies of both the IT and critical infrastructures supporting the business processes
- Facilitates information assurance and disaster recovery planning
- Evaluates the potential impact on the organization's business processes in relation to the information assurance and disaster recovery plans
- Develops test plans and supports conducting the tests of the BCP
- Develops the associated maintenance program to ensure BCP currency.

Education: Bachelor's degree from an accredited college or university in business, computer science, information systems, engineering, scientific or mathematics-intensive discipline.

Experience: Eight years of progressive and intensive experience managing, with at least two years of relevant experience in a position with duties commensurate to those defined in the task order requirement, or five years of specialized experience in a position with duties commensurate to those defined in the task order requirement.

Business Continuity Planning Analyst

Responsibilities: Assists in research and fact-finding to develop or modify business continuity plans. Assists in preparing detailed analyses of business processes. Assists in performance of statistical and financial analyses. Assists in preparing the business continuity plan. Assists in developing scenarios and scripts for validating business continuity plans. Performs business continuity plan testing support.

Education: Bachelor's degree from an accredited college or university in business, computer science, information systems, engineering, scientific or a mathematics-intensive discipline is desired.

Experience: Three years of experience in supporting business continuity planning.

Instructional Technologist

Responsibilities: Develops, implements, and maintains training scenarios, approaches, objectives, plans, tools, aids, curriculums, and other state of the art technologies related to training and behavioral studies. Identifies the best approach training requirements to include, but not limited to hardware, software, simulations, course assessment and refreshment, assessment centers, oral examinations, interviews, computer assisted and adaptive testing, behavior-based assessment and performance, and team and unit assessment and measurement. Utilizes various iterative process-improvement and best methodologies in applied psychology, psychometrics, educational measurement, and other related disciplines. Develops and maintains knowledge bases, conduct applied and advanced research methodologies, develop tests, surveys, training materials, data collection measures, statistical and other analysis, and identify, conceptualize and secure new research and development areas.

Education: Bachelor's degree from an accredited college or university with a curriculum or major field of study, which provides substantial knowledge relevant to the task order.

Experience: Two years intensive or progressive experience in the individual's field of study or specialization. Master's degree may be substituted for experience requirement.

Senior Scientist/Engineer

Responsibilities: Provides high -level scientific or engineering services. Applies advanced higher level mathematical, engineering or scientific principles and methods to complex technical problems. Uses computer tools to solve highly complex scientific or engineering problems. Performs analytical studies and develops new processes to improve methods. Responsible for all phases of complex scientific and engineering projects such as research, design, development, testing, modeling, simulating, training, and documentation.

Education: Ph.D. degree from an accredited college or university with a curriculum or major field of study, that provides substantial knowledge in task related scientific or engineering disciplines plus 5 years' experience. May be substituted with a Bachelor's degree plus 10 years' experience or Master's degree +8 years' experience.

Experience: Ten years of extensive and progressive experience in the areas of a specified discipline.

Scientist/Engineer

Responsibilities: Participates in all phases of scientific and engineering projects such as research, design, development, testing, modeling, simulating, training, and documentation.

Education: Ph.D. degree from an accredited college or university with a curriculum or major field of study, that provides substantial knowledge in task related scientific or engineering disciplines plus 3 years' experience. May be substituted with a Bachelor's degree plus 8 years' experience or Master's degree plus 6 years' experience.

Experience: Five years of experience using computer tools to solve complex and scientific or engineering problems.

Senior Scientist/Engineer Technician

Responsibilities: Support and implements all phases of scientific and engineering projects such as research, design, development, testing, modeling, simulating, training, and documentation.

Education: High school diploma and/or applicable certificates

Experience: Ten years of experience, 5 years using computer tools to solve complex and scientific or engineering problems.

Scientist/ Engineer Technician

Responsibilities: Support and implements all phases of scientific and engineering projects such as design, development, testing, modeling, simulating, training, and documentation.

Education: High school diploma and/or applicable certificates

Experience: Five years of experience, two years using computer tools to solve scientific or engineering problems.

SIN	Labor Category	Year 6 09/04/2020 to 09/03/2021	Year 7 09/04/2021 to 09/03/2022	Year 8 09/04/2022 to 09/03/2023	Year 9 09/04/2023 to 09/03/2024	Year 10 09/04/2024 to 09/03/2025
611430, 541611	Subject Matter Expert	\$ 92.31	\$ 94.16	\$ 96.04	\$ 97.96	\$ 99.92
611430, 541611	Business Subject Matter Specialist	\$ 52.89	\$ 53.95	\$ 55.03	\$ 56.13	\$ 57.25
611430, 541611	Executive Project Manager	\$ 148.22	\$ 151.18	\$ 154.20	\$ 157.28	\$ 160.43
611430, 541611	Senior Project Manager	\$ 125.68	\$ 128.19	\$ 130.75	\$ 133.37	\$ 136.04
611430, 541611	Senior Consultant	\$ 142.98	\$ 145.84	\$ 148.76	\$ 151.74	\$ 154.77
611430, 541611	Consultant	\$ 128.98	\$ 131.56	\$ 134.19	\$ 136.87	\$ 139.61
611430, 541611	Principal Industry/Functional Area Expert	\$ 325.59	\$ 332.10	\$ 338.74	\$ 345.51	\$ 352.42
611430, 541611	Senior Industry/Functional Area Specialist	\$ 292.01	\$ 297.85	\$ 303.81	\$ 309.89	\$ 316.09
611430, 541611	Principal Business Process Reengineering Specialist	\$ 163.91	\$ 167.19	\$ 170.53	\$ 173.94	\$ 177.42
611430, 541611	Senior Business Case Analyst	\$ 97.89	\$ 99.85	\$ 101.85	\$ 103.89	\$ 105.97
611430, 541611	Business Case Analysis Specialist	\$ 105.08	\$ 107.18	\$ 109.32	\$ 111.51	\$ 113.74
611430, 541611	Instructional Technologist, Senior	\$ 97.65	\$ 99.60	\$ 101.59	\$ 103.62	\$ 105.69
611430, 541611	Strategic Planner, Senior	\$ 217.58	\$ 221.93	\$ 226.37	\$ 230.90	\$ 235.52
611430, 541611	Strategic Planner, Intermediate	\$ 196.95	\$ 200.89	\$ 204.91	\$ 209.01	\$ 213.19
611430, 541611	Modeling & Simulation Specialist I	\$ 131.46	\$ 134.09	\$ 136.77	\$ 139.51	\$ 142.30
611430, 541611	System Analyst I	\$ 65.37	\$ 66.68	\$ 68.01	\$ 69.37	\$ 70.76
611430, 541611	Database Analyst/Programmer, Senior	\$ 99.26	\$ 101.25	\$ 103.28	\$ 105.35	\$ 107.46
611430, 541611	Database Analyst/Programmer, Intermediate	\$ 79.09	\$ 80.67	\$ 82.28	\$ 83.93	\$ 85.61
611430, 541611	Business Continuity Planning Manager	\$ 139.54	\$ 142.33	\$ 145.18	\$ 148.08	\$ 151.04
611430, 541611	Business Continuity Planning Analyst	\$ 103.94	\$ 106.02	\$ 108.14	\$ 110.30	\$ 112.51
611430, 541611	Instructional Technologist	\$ 85.50	\$ 87.21	\$ 88.95	\$ 90.73	\$ 92.54
611430, 541611	Senior Scientist/Engineer	\$ 197.26	\$ 201.21	\$ 205.23	\$ 209.33	\$ 213.52
611430, 541611	Scientist/Engineer	\$ 185.25	\$ 188.96	\$ 192.74	\$ 196.59	\$ 200.52
611430, 541611	Senior Scientist/Engineer Technician	\$ 139.54	\$ 142.33	\$ 145.18	\$ 148.08	\$ 151.04
611430, 541611	Scientist/Engineer Technician	\$ 109.58	\$ 111.77	\$ 114.01	\$ 116.29	\$ 118.62

Below categories applicable to awarded SINs 522310 and 541219

Executive Project Manager

Responsibilities: Responsible for and leads team on large complex projects. Translates customer requirements into formal agreements and plans to culminate in customer acceptance or results. Responsible for performance, cost, scope, schedule quality, and appropriate business measurements for the project, according to the project charter. Subsequently leads a team in the initiating, planning, controlling, executing, and closing tasks of a project (or segment of a project).

Education: Bachelor's degree from an accredited college or university, which provides substantial knowledge of finance and accounting disciplines or systems.

Experience: Eleven years of intensive and progressive experience demonstrating the required proficiency levels related to task. Education may be substituted with 15 years of intensive and progressive experience demonstrating the required proficiency levels

Sr. Project Manager

Responsibilities: Responsible for large projects or significant segment of a large complex project. Leads team on large projects or significant segment of large complex projects. Translates customer requirements into formal agreements and plans to culminate in customer acceptance of results. Subsequently leads a team in the initiating, planning, controlling, executing, and closing tasks of a project or segment of a project to produce the solution deliverable. Executes a wide range of process activities beginning with the request for proposal through development, test and final delivery. Formulates partnerships between customer, suppliers and staff.

Anticipates potential project related problems. Utilizes refined techniques for identifying, eliminating or mitigating solution, project, and business risk. Understands customer, industry and business trends. Applies this understanding to meet project objectives.

Education: Bachelor's degree from an accredited college or university, which provides substantial knowledge of finance and accounting disciplines or systems.

Experience: Six years of intensive and progressive experience demonstrating the required proficiency levels related to task. Education may be substituted with 10 years of intensive and progressive experience demonstrating the required proficiency levels related to task.

Technical Subject Matter Specialist

Responsibilities: Recognized for understanding and communicating common related best practices for finance and business disciplines. Utilize a knowledge base to create conceptual business models and to point out relevant issues and considerations in selecting various courses of action. Assesses the operations and functions of an organization and its organizational components, and help to define the direction and strategy for an engagement while ensuring the organizational needs are being addressed. Examples of the functional areas would include Budgeting, Accounting, Finance, Business Systems / Reporting, Asset Management, Procurement, Planning, Compliance, Policy Planning; etc. Works with sr. managers to provide industry vision & guidance. Leads determination & classification of systems/process inadequacies and/or deficiencies that affect the functional area's ability to support/meet goals. Supports the development of functional area strategies for enhanced operations throughout the

organization. Provides work direction and guidance to other personnel; ensures accuracy of the work of other personnel, operates under deadlines, able to work on multiple tasks.

Education: Bachelor's degree from an accredited college or university in the specific subject matter discipline as identified in the statement of work.

Experience: Bachelor's degree and 6 years, or Master's degree and 4 years, or PhD and 2 years of general business experience including formal training.

Subject Matter Specialist, Associate

Responsibilities: Provides high-level technical subject matter expertise for work described in the task. Provides advanced technical knowledge and analysis of highly specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation, training, and implementation advice on complex problems that require doctorate level knowledge of the subject matter for effective implementation. Applies principles, methods, and knowledge of specific functional areas of expertise to specific task order requirements. Provides advice on esoteric problems, which require extensive knowledge of the subject matter.

Education: Bachelor's degree from an accredited college or university in the specific subject matter discipline as identified in the statement of work.

Experience: Five (5) years of task related experience in the identified field of specialization.

Business / Financial Consultant, Senior

Responsibilities: Applies subject matter knowledge to high-level analysis, collection, assessment, design, development, modeling, simulation, integration, installation, documentation, and implementation. Resolves problems, which require an intimate knowledge of the related financial / business subject matter. Applies principles and methods of the subject matter to specialized solutions.

Education: Applicable functional area certification or two years undergraduate education.

Experience: Ten years of intensive and progressive experience in the applicable specialty field.

Business / Financial Consultant – Intermediate

Responsibilities: Applies subject matter knowledge to high-level analysis, collection, assessment, design, development, modeling, simulation, integration, installation, documentation, and implementation. Resolves problems, which require an intimate knowledge of the related business/ financial subject matter. Applies principles and methods of the subject matter to specialized solutions.

Education: Applicable functional area certification or two years undergraduate education.

Experience: Five years of intensive and progressive experience in the applicable specialty field.

Business / Financial Consultant – Associate

Responsibilities: Applies subject matter knowledge to high-level analysis, collection, assessment, design, development, modeling, simulation, integration, installation, documentation, and implementation. Resolves problems, which require an intimate knowledge of the related business / financial subject matter. Applies principles and methods of the subject matter to specialized solutions.

Education: Applicable functional area certification or two years undergraduate education.

Experience: Two years of intensive and progressive experience in the applicable specialty field.

Planning Specialist – Senior

Responsibilities: Responsible for planning large projects or a significant segment of a large complex project. Provides the overall approach for and assists in developing vision and mission statements, and subsequent goal delineation; provides guidance for building operational plans and specifying measurable outcomes to include capital outlay planning efforts in a consolidated strategic planning process and prioritizes those initiatives; organizes, directs, and coordinates planning activities. Meets with appropriate Government management personnel, other contractor managers, and client agency representatives. Formulates / reviews plans for public policies / regulation impact, ensures continuity plans map to definitions of agencies' business functions and processes required for achieving outcomes. Has excellent oral and written communication skills, with demonstrated capability for dealing with all levels of management personnel, contractor managers, and client representatives. Takes appropriate action and coordinates policies and activities with appropriate Government personnel, as required.

Education: Master's degree from an accredited college / university, or experience through an organizational position representative of a corporate senior position of a firm with revenue in excess of \$50 million, supported by a Bachelor's degree; or applicable certifications.

Experience: Ten years of intensive and progressive experience, which includes: Five years' experience performing financial/ business functions; two years managing similar projects; direct experience with planning methods / techniques; experience with executive-level interviewing and group facilitation; knowledge of governmental operations, procurement / acquisition regulations, and budgeting cycle.

Planning Specialist – Intermediate

Responsibilities: Responsible for planning of large projects or a significant segment of a large complex project. Organizes, directs, and coordinates planning activities. Assists in developing mission / vision statements, subsequent goal delineation, provides guidance for building operational plans, specifying measurable outcomes, and prioritizing initiatives. Formulates and reviews plans, ensures continuity plans map to agency business functions. Must have excellent oral and written communication skills, with a demonstrated capability to deal with management personnel, contractor managers, and client representatives. Leads a team in the initiating, planning, controlling, and executing of planning tasks. Utilizes refined techniques for identifying, eliminating or mitigating solution, project, and risk. Understands customer, industry and business trends; applies this understanding to meet project objectives. Takes appropriate action and coordinates policies/ activities with appropriate Government personnel, as required.

Education: Bachelor's degree from an accredited college or university; or applicable certifications.

Experience: Seven years of intensive and progressive experience demonstrating the required proficiency levels related to task. Education may be substituted with 12 years of intensive and progressive experience demonstrating the required proficiency levels related to task.

Planning Subject Matter Specialist – Associate

Responsibilities: Responsible for planning of a sub-task of a large complex project. Organizes, directs, and coordinates planning activities. Assists in developing mission / vision statements, subsequent goal delineation, provides guidance for building operational plans, specifies measurable outcomes, and prioritizes initiatives. Reviews plans, ensures continuity plans map to agency functions. Must have excellent oral and written communication skills, with a demonstrated capability for dealing with management personnel, contractor managers, and client representatives. Leads a sub-team in the initiating, planning, controlling, executing, strategic tasks of a segment of a project. Utilizes refined techniques for identifying, eliminating or mitigating risk. Understands customer, industry, business

trends and applies information to meet project objectives. Analyzes information / situations and implements actions, independently and / or through the management team, to ensure project objectives are met. Takes appropriate action; coordinates policies / activities with appropriate Government personnel.

Education: Bachelor's degree from an accredited college or university; or applicable certifications.

Experience: Five years of intensive and progressive experience demonstrating the required proficiency levels related to task. Education may be substituted with 12 years of intensive and progressive experience demonstrating the required proficiency levels related to task.

Data Administrator

Responsibilities: Responsible for data input and data manipulation tasks. Provides quality control and auditing of databases to ensure accurate and appropriate use of data. Works with management to develop database strategies to support company's needs. Consults with and advises users of the various databases. Works directly with users of data to resolve data conflicts and inappropriate data usage. Identifies opportunities for effectively satisfying corporate information needs through automation.

Education: Bachelor's degree.

Experience: Five years' experience.

Data Analyst

Responsibilities: Has full technical knowledge of data entry process / devices and specialized terminology/ data. This data may encompass terminology related to finance, accounting, legal, medical, etc. fields. May instruct, direct and check the work of other data input clerks /analysts.

Assists in scheduling data entry functions. Operates data entry devices in recording a variety of data; verifies data entered. Performs routine data preparation and distribution.

Education: High school graduate or equivalent.

Experience: Three years' experience in data input and data verification tasks. Includes one year experience supervising if assigned as task or functional lead. One year of experience with task related terminology. Capable of allocating work to data analysts to maximize output.

Data Entry Operator, Supervisor

Responsibilities: Supervises all data entry activities. Assigns work to personnel and directs their activities; reviews and evaluates their work and prepares performance reports. Normally reports to the Computer / Business Operations Manager or Production Control Supervisor. Note: If incumbent also supervises data control activities, Production Control Supervisor.

Education: High school graduate or equivalent.

Experience: Two years' experience in similar task.

SIN	Labor Category	Year 6 09/04/2020 to 09/03/2021	Year 7 09/04/2021 to 09/03/2022	Year 8 09/04/2022 to 09/03/2023	Year 9 09/04/2023 to 09/03/2024	Year 10 09/04/2024 to 09/03/2025
522310, 541219	Executive Project Manager	\$ 147.04	\$ 149.98	\$ 152.98	\$ 156.04	\$ 159.16
522310, 541219	Sr. Project Manager	\$ 124.68	\$ 127.17	\$ 129.71	\$ 132.30	\$ 134.95
522310, 541219	Technical Subject Matter Specialist	\$ 103.04	\$ 105.10	\$ 107.20	\$ 109.34	\$ 111.53
522310, 541219	Subject Matter Specialist - Associate	\$ 74.94	\$ 76.44	\$ 77.97	\$ 79.53	\$ 81.12
522310, 541219	Business Financial Consultant, Sr.	\$ 125.02	\$ 127.52	\$ 130.07	\$ 132.67	\$ 135.32
522310, 541219	Business Financial Consultant, Intermediate	\$ 108.99	\$ 111.17	\$ 113.39	\$ 115.66	\$ 117.97
522310, 541219	Business Financial Consultant, Associate	\$ 98.39	\$ 100.36	\$ 102.37	\$ 104.42	\$ 106.51
522310, 541219	Planning Specialist - Senior	\$ 245.58	\$ 250.49	\$ 255.50	\$ 260.61	\$ 265.82
522310, 541219	Planning Specialist - Intermediate	\$ 223.27	\$ 227.74	\$ 232.29	\$ 236.94	\$ 241.68
522310, 541219	Planning Subject Matter Specialist - Associate	\$ 153.27	\$ 156.34	\$ 159.47	\$ 162.66	\$ 165.91
522310, 541219	Data Administrator	\$ 114.10	\$ 116.38	\$ 118.71	\$ 121.08	\$ 123.50
522310, 541219	Data Analyst	\$ 93.08	\$ 94.94	\$ 96.84	\$ 98.78	\$ 100.75
522310, 541219	Data Entry Operator, Supervisor	\$ 56.81	\$ 57.95	\$ 59.11	\$ 60.29	\$ 61.50

Below categories applicable to awarded SINS 541620 and 541370GIS

Executive Project Manager

Responsibilities: Responsible for and leads team on large complex projects. Translates customer requirements into formal agreements and plans to culminate in customer acceptance of results. Responsible for performance, cost, scope, schedule, quality, and appropriate business measurements for their project, according to their project charter. Subsequently leads a team in the initiating, planning, controlling, executing, and closing tasks of a project (or segment of a project) to produce the solution deliverable(s). Possesses significant breadth of knowledge in business /technical management; personnel management; finance, planning, and forecasting.

Education: Bachelor's degree from an accredited college or university, which provides substantial knowledge of the information sciences.

Experience: Eight years of intensive and progressive experience demonstrating the required proficiency levels related to task. Education may be substituted with 12 years of intensive and progressive experience demonstrating the required proficiency levels related to task.

Program Manager

Responsibilities: Responsible for large projects or significant segment of a large complex project. Leads team on large projects or significant segment of large complex projects. Translates customer requirements into formal agreements and plans to culminate in customer acceptance of results. Subsequently leads a team in the initiating, planning, controlling, executing, and closing tasks of a project or segment of a project to produce the solution deliverable. Executes a wide range of process activities beginning with the request for proposal through development, test and final delivery. Formulates partnerships between customer, suppliers and staff. Anticipates potential project related problems. Utilizes refined techniques for identifying, eliminating or mitigating solution, project, and business risk. Understands customer, industry and business trends. Applies this understanding to meet project objectives.

Education: Bachelor's degree from an accredited college or university, which provides substantial knowledge of the information sciences.

Experience: Six years of intensive and progressive experience demonstrating the required proficiency levels related to task. Education may be substituted with 10 years of intensive and progressive experience demonstrating the required proficiency levels related to task.

Principal Industry/Functional Area Expert

Responsibilities: Recognized for strong expertise in industry issues and trends. Utilizes functional area expertise gained through direct industry experience to provide organizational, functional and analytic support to a client agency. Examples of the functional areas would include Environmental Studies, Compliance, Policy Planning; Assessment of Endangered Species; GIS, etc. Works with senior managers and executives to provide enterprise level industry vision & strategic direction. Generates functional area strategies for enhanced operations in a cross-functional area mode throughout the organization. Provides guidance and direction to other professionals, acts in a consulting and/or advisory capacity; coordinates resolution of highly complex problems and tasks, possesses ability to meet and operate under deadlines.

Education: Bachelor's degree from an accredited college or university in computer science, information systems, engineering, scientific or a mathematics-intensive discipline; or applicable certifications.

Experience: Ten years or Master's degree and 6 years or PhD and 4 years of general environmental/ GIS experience, including formal training and 3 years' experience in related methodologies.

Senior Industry/Functional Area Specialist

Responsibilities: Recognized for understanding and communicating common environmental related best practices for the industry. Utilize a knowledge base to create conceptual business models and to point out relevant issues and considerations in selecting various courses of action. Assesses the operations and functions of an organization and its organizational components, and help to define the direction and strategy for an engagement while ensuring the organizational needs are being addressed. Examples of the functional areas would include Environmental Studies, Compliance, Policy Planning; Assessment of Endangered Species; GIS, etc. Works with senior managers to provide industry vision & guidance. Leads the determination & classification of systems/ process inadequacies and/or deficiencies that affect the functional area's ability to support/meet goals. Supports the development of functional area strategies for enhanced operations throughout the organization. Provides work direction and guidance to other personnel; ensures accuracy of the work of other personnel, operates under deadlines, able to work on multiple tasks.

Education: Bachelor's degree from an accredited college or university in computer science, information systems, engineering, scientific or a mathematics-intensive discipline.

Experience: Bachelor's degree and 6 years or Master's degree and 4 years or PhD and 2 years of general IT experience, including formal training and 2 years' experience in BPR methods, plus training and 1 year experience in enterprise applications.

Environmental Project Manager / Technical Engineering Manager

Responsibilities: Provides high-level technical subject matter expertise for work described in the task. Provides advanced technical knowledge and analysis of highly specialized applications and operational environment, high-level functional systems analysis, integration, documentation, training, and implementation advice on complex problems, which require doctorate level knowledge of the subject matter for effective implementation. Applies principles, methods, and knowledge of specific functional areas of expertise to specific task order requirements. Provides advice on esoteric problems, which require extensive knowledge of the subject matter.

Education: Bachelor's degree from an accredited college or university in the specific subject matter discipline as identified in the statement of work.

Experience: Five (5) years of task related experience in the identified field of specialization.

Scientific/ Engineering Subject Matter Specialist – Senior

Responsibilities: Applies subject matter knowledge to high-level analysis, collection, assessment, modeling, simulation, integration, installation, documentation, and implementation. Resolves problems, which require an intimate knowledge of the related technical subject matter. Applies principles and methods of the subject matter to specialized solutions. Includes but not limited to; medical and legal transcription, scientific encoding, environmental, scientific, maintenance and repair processes, and logistical support activities.

Education: Applicable functional area certification or two years undergraduate education

Experience: Ten years of intensive and progressive experience in the applicable specialty field.

Scientific/ Engineering Subject Matter Specialist – Intermediate

Responsibilities: Applies subject matter knowledge to high-level analysis, collection, assessment, modeling, simulation, integration, installation, documentation, and implementation. Resolves problems, which require an intimate knowledge of the related technical subject matter. Applies principles and methods of the subject matter to specialized solutions. Includes but not limited to; medical and legal transcription, scientific encoding environmental, scientific, maintenance and repair processes, and logistical support activities.

Education: Applicable functional area certification or two years undergraduate education.

Experience: Five years of intensive and progressive experience in the applicable specialty field.

Scientific/ Engineering Subject Matter Specialist – Associate

Responsibilities: Applies subject matter knowledge to high-level analysis, collection, assessment, modeling, simulation, integration, installation, documentation, and implementation. Resolves problems, which require an intimate knowledge of the related technical subject matter. Applies principals and methods of the subject matter to specialized solutions. Includes but not limited to; medical and legal transcription, scientific encoding, environmental, scientific, maintenance and repair processes, and logistical support activities.

Education: Applicable functional area certification or two years undergraduate education.

Experience: Two years of intensive and progressive experience in the applicable specialty field.

Planning Subject Matter Specialist – Senior

Responsibilities: Responsible for planning large projects or a significant segment of a large complex project. Provides the overall approach for and assists in developing vision and mission statements, and subsequent goal delineation; provides guidance for building operational plans and specifying measurable outcomes to include capital outlay planning efforts in a consolidated strategic planning process and prioritizes those initiatives; organizes, directs, and coordinates planning activities. Meets with appropriate Government management personnel, other contractor managers, and client agency representatives. Formulates and reviews plans with respect to public policies and regulations, ensures continuity plans map to definitions of agencies' business functions and the processes required for achieving outcomes. Must have excellent oral and written communication skills, with a demonstrated capability for dealing with all levels of management personnel, contractor managers, and client representatives. Takes appropriate action and coordinates policies and activities with appropriate Government personnel, as required.

Education: Master's degree from an accredited college / university, or experience through an organizational position representative of a corporate senior position of a firm with revenue in excess of \$50 million, supported by a Bachelor's degree in an IT related field, systems management, engineering, mathematics, or scientific related field or in business administration; ; or applicable certifications.

Experience: Ten years of intensive & progressive experience in planning IT, communications or engineering programs, which includes: 5 years' experience in either: environmental planning, land planning, policy verification, regulatory compliance, information technology resource /capital planning, advanced project planning; 2 years of intensive & progressive planning experience in diverse locations; one year managing similar projects. Direct experience with planning methods & techniques. Experience with executive-level interviewing & group facilitation. Knowledge of governmental operations and performance-based budgeting.

Planning Subject Matter Specialist – Intermediate

Responsibilities: Responsible for planning of large projects or a significant segment of a large complex project. Organizes, directs, and coordinates planning activities. Assists in developing mission / vision statements, subsequent goal delineation, provides guidance for building operational plans, specifying measurable outcomes, and prioritizing initiatives. Formulates & reviews plans, ensures continuity plans map to agency business functions. Must have excellent oral and written communication skills, with a demonstrated capability to deal with management personnel, contractor managers, and client representatives. Leads a team in the initiating, planning, controlling, executing planning tasks. Utilizes refined techniques for identifying, eliminating or mitigating solution, project, and risk. Understands customer, industry and environmental trends; applies this understanding to meet project objectives. Takes appropriate action and coordinates policies and activities with appropriate Government personnel, as required.

Education: Bachelor's degree from an accredited college or university in an IT related field, systems management, engineering, mathematics or scientific related field or in business administration, or applicable certifications.

Experience: Seven years of intensive and progressive experience demonstrating the required proficiency levels related to task. Education may be substituted with 12 years of intensive and progressive experience demonstrating the required proficiency levels related to task.

Planning Subject Matter Specialist – Associate

Responsibilities: Responsible for planning of a sub-task of a large complex project. Organizes, directs, and coordinates planning activities. Assists in developing mission / vision statements, subsequent goal delineation, provides guidance for building operational plans, specifies measurable outcomes, and prioritizes initiatives. Reviews plans, ensures continuity plans map to agency functions. Must have excellent oral and written communication skills, with a demonstrated capability for dealing with management personnel, contractor managers, and client representatives. Leads a sub-team in the initiating, planning, controlling, executing, strategic tasks of a segment of a project. Utilizes refined techniques for identifying, eliminating or mitigating risk. Understands customer, industry and environmental trends and applies it to meet project objectives. Analyzes information and situations and implements actions, independently and or through the management team to ensure project objectives are met. Takes appropriate action and coordinates policies and activities with appropriate Government personnel, as required.

Education: Bachelor's degree from an accredited college or university in an IT related field, systems management, engineering, mathematics or scientific related field or in business administration; or applicable certifications.

Experience: Five years of intensive and progressive experience demonstrating the required proficiency levels related to task. Education may be substituted with 12 years of intensive and progressive experience demonstrating the required proficiency levels related to task.

GIS Analyst – Senior

Responsibilities: Responsible for providing expert level mapping and cartography services including site assessment; map generation; data interpretation and analysis; and guidance & training to analysts /users on GIS systems / processes. Typical responsibilities could include: 3D modeling; slope, volume, area, hills hade analysis; raster rectification & registration; spatial modeling; 3D movie flyby's; surface modeling; image analysis; cartography; demographic modeling; travel time & cost analysis; route analysis; training; creation of FGDC metadata; operation / maintenance of GPS unit; creation of

geospatial data, general surveying using an EDM and GPS device; recording/ mapping of the GPS data; maintenance of the GIS databases; creation of thematic mapping with various software applications. Software used could include: ArcView(ESRI), ArcInfo, ArcIMS(ESRI), AutoCAD 2000NT, Dreamweaver HTML editor, Adobe PhotoShop, Adobe Acrobat & PDFWriter, and numerous other programs running on Intra/Extranet servers.

Education: Bachelor's Degree from an accredited college or university in GIS, Geography, Earth Sciences, Urban and Regional Planning or an applicable training certificate from an accredited institution with 5 years' experience.

Experience: Three years of intensive and progressive experience in a field requiring extensive use of GIS and related tools.

GIS Analyst – Junior

Responsibilities: Responsible for providing GIS support to include mapping and cartography support including site assessment; map generation; data interpretation and analysis; and guidance & training to analysts /users on GIS systems / processes. Typical responsibilities could include: 3D modeling; slope, volume, area, hills hade analysis; raster rectification & registration; spatial modeling; 3D movie flyby's; surface modeling; image analysis; cartography; demographic modeling; travel time & cost analysis; route analysis; training; creation of FGDC metadata; operation / maintenance of GPS unit; creation of geospatial data, general surveying using an EDM and GPS device; recording/ mapping of the GPS data; maintenance of the GIS databases; creation of thematic mapping with various software applications. Software used could include: ArcView(ESRI), ArcInfo, ArcIMS(ESRI), AutoCAD 2000NT, Dreamweaver HTML editor, Adobe PhotoShop, Adobe Acrobat & PDFWriter, and numerous other programs running on Intra/Extranet servers.

Education: Bachelor's Degree from an accredited college or university in GIS, Geography, Earth Sciences, Urban and Regional Planning or an applicable training certificate from an accredited institution with 5 years' experience.

Experience: One year of intensive and progressive experience in a field requiring extensive use of GIS and related tools.

Web Analyst

Responsibilities: Documents, troubleshoots, and debugs the website. Oversees / manages or works with graphic designers and other members of a project team to develop the site concept, document the interfaces, and develop text / web content. Understands changes required in the site due to system mapping and cartography updates.

Education: Bachelor's Degree from an accredited college or university in computer science, mathematics, or engineering or a mathematics-intensive discipline, or an applicable training certificate from an accredited institution.

Experience: Two years of intensive and progressive experience in a computer-related field including web content applications and trends.

Web Analyst, Associate

Responsibilities: Documents, troubleshoots, and debugs the website. Works independently and teams with graphic designers and other members of a project team to develop the site concept, document the interfaces, and develop text / web content.

Education: Bachelor's Degree from an accredited college or university in computer science, mathematics, or engineering or a mathematics-intensive discipline, or an applicable training certificate from an accredited institution.

Experience: One year of experience in a computer related field including web applications and trends.

Training Facilitator

Responsibilities: Conducts research necessary to develop and revise comprehensive courses and prepares appropriate training catalogs and materials. Prepares all training material (course outline, background material, and training aids). Prepares all student material (course manuals, workbooks, handouts, exercises, completion certificates and course critique forms. Provides support including but not limited to trains the trainer, conducts formal classroom training courses, course facilitation, on-line facilitation, CBT's, web-based instruction, workshops, exercises, and seminars. Provides daily supervision and direction to staff. Demonstrates excellent interpersonal written and oral communication skills. Maintain currency in the area of expertise and will be expected to function as an expert in the specialty field.

Education: Bachelor's degree from an accredited college or university in education, training or related field of study, which provides substantial knowledge in the area of expertise.

Experience: Five years' experience of which a minimum of 2 years must be specialized in the delivery of training instruction and services.

Training Specialist /Instructor

Responsibilities: Develops, implements, and maintains training scenarios, approaches, objectives, plans, tools, aids, curriculums, and other state of the art technologies related to training and behavioral studies. Identifies the best approach training requirements to include, but not limited to hardware, software, simulations, course assessment and refreshment, assessment centers, oral examinations, interviews, computer assisted and adaptive testing, behavior-based assessment and performance, and team and unit assessment and measurement. Utilizes various iterative process-improvement and best methodologies in applied psychology, psychometrics, educational measurement, and other related disciplines. Develops and maintains knowledge bases, conduct applied and advanced research methodologies, develop tests, surveys, training materials, data collection measures, statistical and other analysis, and identify, conceptualize and secure new research and development areas.

Education: Bachelor's degree from an accredited college or university with a curriculum or major field of study, which provides substantial knowledge relevant to the task order.

Experience: Two years intensive or progressive experience in the individual's field of study or specialization. Master's degree may be substituted for experience requirement.

Curriculum Developer

Responsibilities: Experience developing content and storyboards for computer-based multimedia training, video scripts, audiotape scripts, or web-based training. Works at the highest technical level of all phases of web based technologies; has thorough knowledge of relevant software such as HTML, PhotoShop, Illustrator, Visual Basic, Java, or other design /developer-related applications, systems analysis & programming activities. Formulates and defines system scope and objectives; prepares detailed specifications for programs. Designs, develops, tests, debugs & documents programs. Assists in research / fact-finding to develop, refresh, or modify training information systems.

Education: Bachelor's degree from an accredited college or university with a curriculum or major field of study, which provides substantial knowledge useful in course development, training development /instructional design, is closely related to the work to be completed.

Experience: Five years of increasingly complex and progressive experience in performing curriculum development and implementation for business, mathematical, engineering or scientific settings using a variety of information technology resources. Has experience with current technologies and, where required for the task, emerging technologies.

Environmental Systems Manager

Responsibilities: Supervises all personnel engaged in the operation and support of environmental facilities and infrastructure, including environmental support systems. Assigns personnel to various projects and directs their activities; reviews and evaluates their work and prepares performance reports. Confers with and advises subordinates on administrative policies and procedures, technical problems, priorities and methods. Supervises complex operations that involve two or more additional functions such as, but not limited to, environmental engineering, GIS operations, security, and production support activities.

Education: Bachelor's degree from an accredited college or university in engineering, computer science, information systems, or a mathematics-intensive discipline or an applicable training certificate from an accredited training institution.

Experience: Five years of increasingly complex and progressive experience in systems analysis or engineering management. Includes two years of specialized experience related to the task.

Environmental Engineer

Responsibilities: Tests and analyzes all elements of the environmental infrastructure facilities including power, software, security features, communications, devices, etc. for the overall integration of the enterprise. Performs field functions in support of ecological, biological, and waste testing and analysis. Monitors and controls the performance and status of engineering / network resources. Utilizes software and hardware tools, identifies and diagnoses complex problems and factors affecting performance.

Education: Bachelor's degree from an accredited college or university in engineering, computer science, information systems, or a mathematics-intensive discipline or an applicable technical training certificate from an accredited training institution.

Experience: Three years of increasingly complex and progressive experience in environmental system/network engineering.

Network Systems Administrator

Responsibilities: Provides system administration of network, web, and/or communication systems used for GIS / other environmental systems. This includes administration of user accounts, passwords, email, chat, and FTP. Requires comprehensive knowledge of the organization's hardware, software & network components. Maintains servers, creates monitoring reports /logs, and ensures functionality of links. Monitors web site for acceptable performance /user accessibility. Establishes back-ups & monitors site security. Consults with /advises network users. Identifies, analyzes & documents long-range requirements & schedules resources related to the enterprise network. Responsible for configuration management /documentation of network / system topologies and/or web site. Prepares technical implementation plans and integrated solutions including required actions, milestones, timelines & critical paths. Researches applicable standards or requirements documents for compliance. Selects / recommends multi-user software for common user requirements, integrates (where possible) with

existing software. Plans for / provides reasonable system performance. Prepares activity & progress reports on network performance. Administers large e-mail systems.

Education: Bachelor's degree from an accredited college or university with a curriculum or major field of study which provides substantial knowledge useful in administering large, complex networks, and/or in a computer science, information system, a physical science, engineering or a mathematics-intensive discipline or an applicable training certificate from an accredited training institution.

Experience: Seven years of increasingly complex and progressive experience in implementing, administering, performing tests and analyzing all elements of network systems. Has experience with current technologies and, where required for the task, emerging technologies.

Environmental Systems Management Technologist

Responsibilities: Analyzes, develops, operates, and maintains environmental libraries and catalogs. Provides support and direction for user groups in the use of the software/hardware systems and programs to support an integrated system. Establishes and implements system policy, procedures and standards, and ensures their conformance with information systems goals and procedures. On:

Ensures that security procedures are implemented and enforced. Provides logistics support and training in the effective use of automated systems and data communications.

Education: High school graduate or equivalent.

Experience: Two years of experience in operating computer systems, systems management, and automated systems.

Technical Engineering Analyst

Responsibilities: Provides functional analysis, testing, documentation, and implementation assistance on environmental problems or projects, which require a thorough knowledge of the related technical subject matter for effective system deployment. Participates as part of the team in environmental projects. Applies principles and methods of the functional area to difficult problems in technical areas to arrive at automated or engineering solutions. Prepares technical reports and related documentation, and makes charts and graphs to record results. Prepares and delivers presentations and briefings as required by the task order.

Education: High school graduate or equivalent.

Experience: Six months of intensive and progressive experience in environmental subject matter at hand.

Systems Technician

Responsibilities: Monitors and responds to hardware, software, and network problems utilizing hardware and software testing tools and techniques. Interfaces with vendor support service groups to ensure appropriate notification during outages or period of degraded system performance. Assists with installation of terminals and associated hardware. In support of microcomputer applications, provides program support; tests, debugs and writes documentation as required. May have responsibilities for providing customer assistance support in setting up microcomputers and/or installing software packages, including in the field in support of environmental testing / analysis. Provides user training for hardware/software products; identifies problems and resolves hardware /software/ network malfunctions; performs minor hardware/ software/network maintenance such as board replacement, cable switching, communication assistance, hardware (CRTs, printers) installation/replacement;

interfaces with mainframe, CAD/CAM, digitizers, LANs, Networks, provides analysis support for such requirements.

Education: High school graduate or equivalent.

Experience: Three years of increasingly complex and progressive experience in computer system/network engineering. Includes one year of specialized experience related to the task.

Systems Technician – Associate

Responsibilities: Assists in monitoring and responding to technical control facility hardware and software problems utilizing hardware and software testing tools and techniques. Provides LAN server support. Assists with installation of terminals and associated hardware. Requires knowledge of data scopes, patch panels, modems, concentrators, and associated terminals network management and security software. Maintains configurations for workstations, peripherals, and cabling. Provides client assistance support for the installation and set-up of microcomputers, including in the field for support of environmental testing, projects, etc. Provides client training in the use of hardware, software, and/or network products. Provides support in hardware, software, and/or network problem identification and resolution. Operates help desk, receiving and responding to requests for assistance. Provides minor hardware maintenance support including, but not limited to; board replacement, cable switching, communications devices, microcomputers, minicomputer and mainframe display terminals, and related peripheral devices; and develops documentation.

Education: High school graduate or equivalent.

Experience: One year of experience in computer system/network engineering.

Database Manager / Administrator

Responsibilities: Typical tasks in support of computer database administration include oversight and maintenance of computerized databases. Includes documentation of indexes, clusters, snapshots, views, and other database objects; manages rollback segments, data file size, and other aspects related to the performance tuning of databases. Maintains a data correction logs that identify the date the correction performed, as well as the affected tables, fields, submissions, error code, and other pertinent metadata. Expands/ updates data dictionary for the database & any related applications. May assign personnel to various projects; directs their activities; reviews / evaluates their work; prepares performance reports. Advises subordinates on administrative policies & procedures, technical problems, priorities & methods. Consults with /advises users of the various databases. Projects long-range requirements for database activities in conjunction with other managers in the information systems function. Prepares activity & progress reports regarding the database management section.

Education: Bachelor's degree from an accredited college or university with a curriculum or major field of study which provides substantial knowledge useful in managing large, complex AIS projects, is closely related to the work to be automated, and/or in a computer science, information system, a physical science, engineering or a mathematics-intensive discipline or an applicable training certificate from an accredited training institution.

Experience: Seven years of increasingly complex and progressive experience in performing systems analysis and implementation of business, mathematical, or scientific settings using a variety of information technology resources. Has experience with current technologies and, where required for the task, emerging technologies.

Database Analyst

Responsibilities: Implements and maintains moderately complex databases. Includes maintenance of database dictionaries and integration of systems. Works on most phases of database administration.

Education: Bachelor's degree from an accredited college or university with a curriculum or major field of study which provides substantial knowledge useful in managing large, complex AIS projects, is closely related to the work to be automated, and/or in a computer science, information system, a physical science, engineering or a mathematics-intensive discipline or an applicable training certificate from an accredited training institution.

Experience: Two years of increasingly complex and progressive experience in performing systems analysis and implementation of business, mathematical, or scientific settings using a variety of resources. Has experience with current technologies and, where required for the task, emerging technologies.

Data Analyst

Responsibilities: Has full technical knowledge of data entry process / devices and specialized terminology/data. This data may encompass terminology related to environmental, legal, medical, etc. fields. May instruct, direct and check the work of other data input clerks / analysts. Assists in scheduling data entry functions. Operates data entry devices in recording a variety of data; verifies data entered. Performs routine data preparation and distribution.

Education: High school graduate or equivalent.

Experience: Three years' experience in data input and data verification tasks. Includes one year of experience supervising if assigned as task or functional lead. One year of experience with task related terminology. Capable of allocating work to data analysts to maximize output.

Graphic Artist

Responsibilities: Responsible for graphics use, operation and setup of environmental mapping and other environmental graphic systems. Executes graphic projects and assists in coordination of all graphic production scheduling; coordinates production support with outside vendors, as needed. Ensures that graphic projects are completed on time, within budget and to user's satisfaction. Interfaces with users to determine scope of project and best graphic medium. Works on complex projects independently and has thorough knowledge of graphics systems and graphics application packages including: desk top publishing, CAD, GIS, design packages, HTML, multimedia and other graphics applications. Trains other personnel in proper use of computer graphic equipment. Troubleshoots computer equipment problems and performs minor preventive maintenance.

Education: High school graduate or equivalent.

Experience: Three years of specialized experience in the preparation of formal drawings, diagrams, and illustrations using computer based graphics packages or desktop publishing software, or one year of specialized experience and a training certificate from an accredited training institution or 900 hours of relevant technical training.

SIN	Labor Category	Year 6 09/04/2020 to 09/03/2021	Year 7 09/04/2021 to 09/03/2022	Year 8 09/04/2022 to 09/03/2023	Year 9 09/04/2023 to 09/03/2024	Year 10 09/04/2024 to 09/03/2025
541620, 541370GIS	Executive Project Manager	\$ 118.40	\$ 120.77	\$ 123.19	\$ 125.65	\$ 128.16
541620, 541370GIS	Program Manager	\$ 157.15	\$ 160.29	\$ 163.50	\$ 166.77	\$ 170.11
541620, 541370GIS	Principal Industry/Functional Area Expert	\$ 190.76	\$ 194.58	\$ 198.47	\$ 202.44	\$ 206.49
541620, 541370GIS	Senior Industry/Functional Area Specialist	\$ 131.94	\$ 134.58	\$ 137.27	\$ 140.02	\$ 142.82
541620, 541370GIS	Environmental Project Mgr / Technical Engineering Manager	\$ 179.63	\$ 183.22	\$ 186.88	\$ 190.62	\$ 194.43
541620, 541370GIS	Scientific/ Engineering Subject Matter Specialist - Senior	\$ 120.00	\$ 122.40	\$ 124.85	\$ 127.35	\$ 129.90
541620, 541370GIS	Scientific/ Eng. Subject Matter Specialist – Intermediate	\$ 104.59	\$ 106.68	\$ 108.81	\$ 110.99	\$ 113.21
541620, 541370GIS	Scientific/ Eng. Subject Matter Specialist - Associate	\$ 94.46	\$ 96.35	\$ 98.28	\$ 100.25	\$ 102.26
541620, 541370GIS	Planning Subject Matter Specialist - Senior	\$ 168.34	\$ 171.71	\$ 175.14	\$ 178.64	\$ 182.21
541620, 541370GIS	Planning Subject Matter Specialist - Intermediate	\$ 136.68	\$ 139.41	\$ 142.20	\$ 145.04	\$ 147.94
541620, 541370GIS	Planning Subject Matter Specialist - Associate	\$ 126.94	\$ 129.48	\$ 132.07	\$ 134.71	\$ 137.40
541620, 541370GIS	GIS Analyst - Senior	\$ 114.13	\$ 116.41	\$ 118.74	\$ 121.11	\$ 123.53
541620, 541370GIS	GIS Analyst - Junior	\$ 76.51	\$ 78.04	\$ 79.60	\$ 81.19	\$ 82.81
541620, 541370GIS	Web Analyst	\$ 96.03	\$ 97.95	\$ 99.91	\$ 101.91	\$ 103.95
541620, 541370GIS	Web Analyst (Associate)	\$ 90.93	\$ 92.75	\$ 94.61	\$ 96.50	\$ 98.43
541620, 541370GIS	Training Facilitator	\$ 123.25	\$ 125.72	\$ 128.23	\$ 130.79	\$ 133.41
541620, 541370GIS	Training Specialist/Instructor	\$ 106.05	\$ 108.17	\$ 110.33	\$ 112.54	\$ 114.79
541620, 541370GIS	Curriculum Developer	\$ 98.84	\$ 100.82	\$ 102.84	\$ 104.90	\$ 107.00
541620, 541370GIS	Environmental Systems Manager	\$ 138.55	\$ 141.32	\$ 144.15	\$ 147.03	\$ 149.97
541620, 541370GIS	Environmental Engineer	\$ 121.14	\$ 123.56	\$ 126.03	\$ 128.55	\$ 131.12
541620, 541370GIS	Network Systems Administrator	\$ 118.53	\$ 120.90	\$ 123.32	\$ 125.79	\$ 128.31
541620, 541370GIS	Environmental Systems Management Technologist	\$ 94.97	\$ 96.87	\$ 98.81	\$ 100.79	\$ 102.81
541620, 541370GIS	Technical Engineering Analyst	\$ 59.70	\$ 60.89	\$ 62.11	\$ 63.35	\$ 64.62
541620, 541370GIS	Systems Technician	\$ 64.03	\$ 65.31	\$ 66.62	\$ 67.95	\$ 69.31
541620, 541370GIS	Systems Technician - Associate	\$ 51.92	\$ 52.96	\$ 54.02	\$ 55.10	\$ 56.20
541620, 541370GIS	Database Manager / Administrator	\$ 126.55	\$ 129.08	\$ 131.66	\$ 134.29	\$ 136.98
541620, 541370GIS	Database Analyst	\$ 89.90	\$ 91.70	\$ 93.53	\$ 95.40	\$ 97.31
541620, 541370GIS	Data Analyst	\$ 89.34	\$ 91.13	\$ 92.95	\$ 94.81	\$ 96.71
541620, 541370GIS	Graphic Artist	\$ 59.63	\$ 60.82	\$ 62.04	\$ 63.28	\$ 64.55

Below categories applicable to awarded SINs 541614SVC, 541614 and 561210FS

Subject Matter Expert

Responsibilities: Provides extremely high-level subject matter expertise for work described in the task. Provides advanced technical knowledge and analysis of highly specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation, training, and implementation advice on complex problems, which require doctorate level knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, training and presentation phases. Applies principles, methods, and knowledge of specific functional areas of expertise to specific task order requirements.

Provides advice on esoteric problems, which requires extensive knowledge of the subject matter. Designs and prepares technical reports, studies, and related documentation, makes charts and graphs to record results, prepares and delivers presentations, training, and briefings as required by the task order.

Education: PhD from an accredited college or university in the specific subject matter discipline as identified in the statement of work.

Experience: Five years of task related experience in the identified field of study or specialization. Experience may not include PhD and Master's education.

Business Subject Matter Specialist

Responsibilities: Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems, which require extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases. Applies principles, methods and knowledge of the functional area of expertise to specific task order requirements, advanced business, management and administrative principles and methods to exceptionally difficult technical problems in Government program and administrative applications to arrive at automated solutions. Designs and prepares technical reports and related documentation, makes charts and graphs to record results. Prepares and delivers presentations and briefings as required by the task order. Technical support includes technical advice on security requirements for highly specialized applications, technical report preparation or other services as required by the task order.

Education: Bachelor's degree from an accredited college or university, which provides substantial knowledge useful in managing large, complex IT, projects, or is closely related to the work to be automated.

Experience: Four years of intensive and progressive experience in the individual's field of study and specialization.

Technical Subject Matter Specialist, Senior

Responsibilities: Applies subject matter knowledge to high-level analysis, design, development, integration, installation, documentation and implementation. Resolves problems, which require an intimate knowledge of the related technical subject matter. Applies principals and methods of the subject

matter to specialized solutions. Includes but not limited to; medical and legal transcription, environmental, scientific, and logistical support activities.

Education: Applicable functional area certification or two years undergraduate education.

Experience: Ten years of intensive and progressive experience in the applicable specialty field.

Technical Subject Matter Specialist, Associate

Responsibilities: Applies subject matter knowledge to high-level analysis, design, development, integration, installation, documentation and implementation. Resolves problems, which require an intimate knowledge of the related technical subject matter. Applies principals and methods of the subject matter to specialized solutions. Includes but not limited to; medical and legal transcription, environmental, scientific, and logistical support activities.

Education: Applicable functional area certification or two years undergraduate education.

Experience: Two years of intensive and progressive experience in the applicable specialty field.

Applications Systems Analyst/Programmer, Lead

Responsibilities: Formulates and defines system scope and objectives for assigned projects. Prepares detailed specifications for programs. Responsible for program design, coding, testing, debugging and documentation. Has full technical knowledge and responsibility of all phases of applications systems analysis and programming. Understands the business or function for which application is designed. Duties also include instructing, directing and checking the work of other systems analysts and programming personnel. Responsible for quality assurance review. Responsible for directing and monitoring the work of team members.

Education: Bachelor's degree from an accredited college or university with a curriculum or major field of study, which provides substantial knowledge useful in managing large, complex AIS projects, is closely related to the work to be automated, and/or in a computer science, information system, a physical science, engineering or a mathematics-intensive discipline.

Experience: Seven years of increasingly complex and progressive experience in performing systems analysis, development, and implementation of business, mathematical, or scientific setting using a variety of information technology resources. Has experience with current technologies and, where required for the task, emerging technologies. Must have managed or had significant involvement with complex or substantive information technology projects including one year of experience in management and supervision.

Software Systems Engineer, Lead

Responsibilities: Formulates and defines specifications for operating system applications or modifies and maintains existing applications using engineering releases and utilities from the manufacturer. Responsible for program design, coding, testing, debugging and documentation. Responsible for applications dealing with the overall operating system, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting and advanced mathematical/scientific software packages. Instructs, directs, and checks the work of other task personnel. Responsible for quality assurance review and the evaluation of existing and new software products.

Education: Bachelor's degree from an accredited college or university with a curriculum or major field of study, which provides substantial knowledge useful in managing large, complex AIS projects, is closely related to the work to be automated, and/or in a computer science, information system, a physical science, engineering or a mathematics-intensive discipline.

Experience: Seven years of increasingly complex and progressive experience in performing systems analysis, development, and implementation of business, mathematical, or scientific settings using a variety of information technology resources. Has experience with current technologies and, where required for the task, emerging technologies. Must have managed or had significant involvement with complex or substantive information technology projects including one year of experience demonstrating management and supervision capabilities.

Software Systems Engineer, Intermediate

Responsibilities: Works from specifications to develop or modify operating systems applications. Assists with design, coding, benchmark testing, debugging and documentation of programs. Applications generally dealing with utility programs, job control language, macros, subroutines and other control modules. Works on most phases of software systems programming applications, and may require instruction and guidance in other phases.

Education: Bachelor's degree from an accredited college or university with a curriculum or major field of study which provides substantial knowledge useful in managing large, complex AIS projects, is closely related to the work to be automated, and/or in a computer science, information system, a physical science, engineering or a mathematics-intensive discipline, or an applicable training certificate from an accredited training institution.

Experience: Two years of increasingly complex and progressive experience in performing systems analysis, development, and implementation of business, mathematical, or scientific settings using a variety of information technology resources. Has experience with current technologies and, where required for the task, emerging technologies.

Database Manager/Administrator

Responsibilities: Administers computerized databases. Assigns personnel to various projects and directs their activities; reviews and evaluates their work and prepares performance reports. Confers with and advises subordinates on administrative policies and procedures, technical problems, priorities and methods. Consults with and advises users of the various databases. Projects long-range requirements for database administration and design in conjunction with other managers in the information systems function. Prepares activity and progress reports regarding the database management section.

Education: Bachelor's degree from an accredited college or university with a curriculum or major field of study which provides substantial knowledge useful in managing large, complex AIS projects, is closely related to the work to be automated, and/or in a computer science, information system, a physical science, engineering or a mathematics-intensive discipline or an applicable training certificate from an accredited training institution.

Experience: Seven years of increasingly complex and progressive experience in performing systems analysis, development, and implementation of business, mathematical, or scientific settings using a variety of information technology resources. Has experience with current technologies and, where required for the task, emerging technologies.

Quality Assurance Specialist, Lead

Responsibilities: Responsible for development of project Software Quality Assurance Plan and the implementation of procedures that conforms to the requirements of the contract. Responsible for verifying that each functional component of the software project follows a defined process, which is in conformance with contractual requirements. Reports findings to project staff, line management of the organization, and the customer, as appropriate. Provides an independent assessment of how the project's

software development process is being implemented relative to the defined process and recommends methods to optimize the organization's process.

Education: Bachelor's degree from an accredited college or university in computer science, mathematics, or engineering or a mathematics-intensive discipline, or an applicable training certificate from an accredited institution.

Experience: Seven years' experience of increasing complexity with the planning, organization, and control of Software Quality Procedures for complex software development projects and experience in developing software and associated documents. Has experience with current and emerging technologies.

Quality Assurance Specialist, Intermediate

Responsibilities: Responsible for development of project Software Quality Assurance Plan and the implementation of procedures that conforms to the requirements of the contract. Responsible for verifying that each functional component of the software project follows a defined process, which is in conformance with contractual requirements. Reports findings to project staff, line management of the organization, and the customer, as appropriate. Provides an independent assessment of how the project's software development process is being implemented relative to the defined process and recommends methods to optimize the organization's process.

Education: Bachelor's degree from an accredited college or university in computer science, mathematics, or engineering or a mathematics-intensive discipline, or an applicable training certificate from an accredited institution.

Experience: Five years' experience of increasing complexity with the planning, organization, and control of Software Quality Procedures for complex software development projects and experience in developing software and associated documents. Has experience with current and emerging technologies.

Quality Assurance Specialist, Associate

Responsibilities: Supports development of project Software Quality Assurance Plan and the implementation of procedures that conforms to the requirements of the contract. Responsible for verifying that each functional component of the software project follows a defined process, which is in conformance with contractual requirements. Reports findings to project staff, line management of the organization, and the customer, as appropriate. Supports independent assessment of how the project's software development process is being implemented relative to the defined process and recommends methods to optimize the organization's process.

Education: Bachelor's degree from an accredited college or university in computer science, mathematics, or engineering or a mathematics-intensive discipline, or an applicable training certificate from an accredited institution.

Experience: Two years' experience with the planning, organization, and control of Software Quality Procedures for complex software development projects or experience in developing software and associated documents. Has familiarity with current and emerging technologies.

Principal Business Process Reengineering Specialist

Responsibilities: Applies process improvement and reengineering methodologies and principles to conduct process modernization projects. Responsible for effective transitioning of existing project teams and the facilitation of project teams in the accomplishment of project activities and objectives. Provides group facilitation, interviewing, training, and provides additional forms of knowledge transfer. Key coordinator between multiple project teams to ensure enterprise-wide integration of reengineering efforts. Provides daily supervision and direction to Business Process Reengineering Specialist.

Education: A Master's degree in Computer Science, Information Systems, Engineering, Business, Education, Management Sciences, Psychology, Human Resources Development/ Management, or other related scientific or technical discipline.

Experience: This position requires a minimum of ten years' experience, of which at least seven years must be specialized. Specialized experience may include: facilitation, training, methodology development and evaluation, process reengineering across all phases, identifying best practices, change management, business management techniques, organizational development, activity and data modeling, or information system development methods and practices and supervision of Business Process Reengineering Specialist. With a Ph.D. (in the fields described above): 8 years general experience of which at least 6 years must be specialized experience is required. With a Bachelor's degree in Computer Science, Information Systems, Engineering, or other related scientific or technical discipline and 12 years general experience of which at least 9 must be specialized experience, a Master's degree is not required.

Senior Business Case Analyst

Responsibilities: Develops formulas for calculating existing and future costs, researches current financial indices, develops details of actual cost of IT system using standard quantitative analyses. Develops and documents assumptions. Prepares investment analysis reports.

Education: MBA required.

Experience: Ten years' experience in accounting and investment analysis, broad understanding of Government accounting methodologies, generally accepted accounting practices, investment analysis including opportunity costs, time value of money, etc.

Business Case Analysis Specialist

Responsibilities: Identifies costs for existing IT systems (maintenance, operations, etc.) Identifies life cycle costs for proposed IT systems (development, operations, maintenance). Identifies cost savings/cost avoidance associated with retirement of old systems or improved performance of new systems. Briefs senior Government executives on analyses.

Education: MBA required.

Experience: Five years' experience in accounting and investment analysis, in-depth understanding of Government accounting methodologies, generally accepted accounting practices, and investment analyses including opportunity cost, time value of money, etc.

Computer Operations Manager

Responsibilities: Supervises all personnel engaged in the operation and support of the computer system(s) and peripheral equipment in large scale or multi-shift operations. Supervises complex operations, which involve two or more additional functions such as, but not limited to, network operations, systems software support, production support activities, electronic input or tape library activities. Identifies processing requirements and schedules job streams for computer runs. Responsible for the security and routing of input and output data, problem isolation and restart/recovery, interpreting technical documentation standards, and prepares documentation according to the standards, and interfacing with contractor employees and Government personnel. In the event of a malfunction, confers with technical personnel (i.e., equipment/software vendor) and directs subordinate personnel of appropriate course of action. Additional duties include the writing, editing, or graphic presentation of technical information. Must have knowledge of applicable computer hardware configurations.

Education: High school graduate or equivalent.

Experience: Five years of progressive experience in operating computer systems; including two years in supervising personnel operating computer systems. One-year experience as supervisor and manager in a multi-shift environment.

Specialized Electronic Input Operator

Responsibilities: Has full technical knowledge of data entry devices and specialized terminology/data. This data may encompass terminology related to environmental, legal, medical, etc. fields. May instruct, direct and check the work of other electronic input operators. Assists in scheduling data entry functions. Operates data entry devices in recording a variety of data; verifies data entered. Performs routine data preparation and distribution.

Education: High school graduate or equivalent.

Experience: Three years' experience in electronic input and verification via various input devices. Includes one year of experience supervising if assigned as task or functional lead. One year of experience with task related terminology. Capable of allocating work to operators to maximize output.

Site Manager

Responsibilities: Responsible for applications systems analysis and programming activities for a Government site, facility or multiple locations. Identifies changes in computer and systems technology and interprets their meaning to senior management, bringing current and future knowledge of technology and systems as applied to the client's requirements. Provides technical assistance to facilitate planning and directing the design, installation, modification and operation of an information systems capability. Prepares long and short-range plans for application selection, systems development, systems maintenance, production activities and for necessary support resources. Also responsible for applications systems analysis and programming activities for a group or section. Responsible for feasibility studies, time and cost estimates, and the establishment and implementation of new and revised applications systems and programs. Assists in projecting software and hardware requirements. Assigns personnel to various projects and directs their activities; reviews and evaluates their work and prepares performance reports. Confers with and advises subordinates on administrative policies and procedures, technical problems, priorities and methods. Consults with personnel in other information systems sections to coordinate activities. Prepares activity and progress reports regarding the activities of the applications systems and programming section. Confers and consults with Government personnel regarding performance and scheduling issues on tasks.

Education: Bachelor's degree from an accredited college or university in computer science, information systems, engineering or a mathematics-intensive discipline or major field of study which either provided substantial knowledge useful in managing large complex Automated Information Systems (AIS) projects or is closely related to the work as described and required by the task.

Experience: Ten years of progressive and intensive experience managing, with at least two years of relevant experience in a position with duties commensurate to those defined in the task order requirement. Or five years specialized experience in a position with duties commensurate to those defined in the task order requirement.

Operations Systems Manager

Responsibilities: Provides assistance for all information systems operations activities, including computer and telecommunications operations, data entry, data control, operations support and operating systems programming. Provides input to policy level discussions regarding standards and budget constraints. Assigns task personnel to projects and directs their activities; reviews and evaluates their

work and prepares performance reports. Confers with and advises subordinates on administrative policies and procedures, technical problems, priorities and methods. Consults with personnel in other information systems sections to coordinate activities. Prepares activity and progress reports regarding information systems operations.

Education: Bachelor's degree from an accredited college or university in computer science, information systems, engineering or a mathematics-intensive discipline or major field of study which either provided substantial knowledge useful in managing large complex AIS projects or is closely related to the work as described and required by the task.

Experience: Ten years of progressive and intensive experience managing with at least two years of relevant experience in a position with duties commensurate to those defined in the task order requirement, or five years of specialized experience in a position with duties commensurate to those defined in the task order requirement. Familiarity with Federal acquisition laws, regulations, policies and procedures.

Strategic Planner, Senior

Responsibilities: Responsible for strategic planning of large projects or a significant segment of a strategic planning portion of a large complex project. Provides the overall approach to clarify mission statements so they can be used as springboards in envisioning their desired future. Organizes, directs, and coordinates strategic planning activities. Responsible for the strategic vision. Assists in developing mission and vision statements, subsequent goal delineation, provides guidance for building operational plans and specifying measurable outcomes to include capital outlay planning efforts in a consolidated strategic planning process and prioritizes those initiatives. Meets with appropriate Government management personnel, other contractor managers, and client agency representatives. Formulates and reviews strategic plans, ensures continuity plans grow out of definitions of agencies' business functions and the processes required for achieving outcomes. Ensures agencies build on their strategic planning efforts of prior years, revisiting their mission, vision, and goals in light of the strategic plan, and changing opportunities. Must have excellent oral and written communication skills, with a demonstrated capability for dealing with all levels of management personnel, contractor managers, and client representatives. Responsible for ensuring coordination between subordinates and Strategic Planning functions within the organization and between those planning functions and appropriate Government personnel. Takes appropriate action and coordinates policies and activities with appropriate Government personnel, as required.

Education: Master's degree or higher from an accredited college or university, or experience through an organizational position representative of a corporate senior position of a firm with revenue in excess of \$50 million, supported by a Bachelor's degree in an IT related field, systems management, engineering, mathematics or scientific related field or in business administration

Experience: Ten years of intensive and progressive experience in planning, IT, communications or engineering programs, which include: five years' experience in one or all of the following: strategic planning, business planning, information technology resource and capital planning, business process reengineering planning, advanced project planning, business area analysis planning, business requirements analysis planning, two years of intensive and progressive planning experience in diverse locations, one year managing similar projects. Direct experience with business planning methods and techniques including establishing goals, objectives, and performance measures and identifying critical success factors. Experience with executive-level interviewing and group facilitation. Knowledge of governmental operations and performance-based budgeting.

Strategic Planner, Intermediate

Responsibilities: Responsible for strategic planning of large projects or significant segment of a strategic planning portion of a large complex project. Organizes, directs, and coordinates strategic planning activities. Assists in developing mission and vision statements, subsequent goal delineation, provides guidance for building operational plans and specifying measurable outcomes to include capital outlay planning efforts in a consolidated strategic planning process, prioritizing those initiatives. Meets with appropriate Government management personnel, other contractor managers, and client agency representatives. Formulates and reviews strategic plans, ensures continuity plans grow out of definitions of agencies' business functions and the processes required for achieving outcomes. Ensures agencies build on their strategic planning efforts of prior years, revisiting their mission, vision, and goals in light of the strategic plan, and changing opportunities. Must have excellent oral and written communication skills, with a demonstrated capability for dealing with management personnel, contractor managers, and client representatives. Leads a team in the initiating, planning, controlling, executing, strategic tasks of a project or segment of a project. Utilizes refined techniques for identifying, eliminating or mitigating solution, project, and business risk. Understands customer, industry and business trends. Applies this understanding to meet project objectives. As appropriate, challenges the validity of given procedures and processes with a view toward enhancement or improvement. Analyzes information, situations, and implement actions, independently and or through the management team to ensure project objectives are met. Responsible for ensuring coordination with subordinate and Strategic Planning functions within the organization and between those planning functions and appropriate Government personnel. Takes appropriate action and coordinates policies and activities with appropriate Government personnel, as required.

Education: Bachelor's degree from an accredited college or university in an IT related field, systems management, engineering, mathematics or scientific related field or in business administration.

Experience: Seven years of intensive and progressive experience demonstrating the required proficiency levels related to task. Education may be substituted with 12 years of intensive and progressive experience demonstrating the required proficiency levels related to task.

Strategic Planner, Associate

Responsibilities: Responsible for strategic planning of a sub-task of a large complex project. Organizes, directs, and coordinates strategic planning activities. Assists in developing mission and vision statements, subsequent goal delineation, provides guidance for building operational plans and specifying measurable outcomes to include capital outlay planning efforts in a consolidated strategic planning process, prioritizing those initiatives. Interfaces with appropriate Government management personnel, other contractor managers, and client agency representatives. Reviews strategic plans, ensures continuity plans grow out of definitions of agencies' business functions and the processes required for achieving outcomes. Ensures agencies build on their strategic planning efforts of prior years, revisiting their mission, vision, and goals in light of the strategic plan, and changing opportunities. Must have excellent oral and written communication skills, with a demonstrated capability for dealing with management personnel, contractor managers, and client representatives. Leads a sub- team in the initiating, planning, controlling, executing, strategic tasks of a segment of a project. Utilizes refined techniques for identifying, eliminating or mitigating solution, project, and business risk. Understands customer, industry and business trends. Applies this understanding to meet project objectives. As appropriate, challenges the validity of given procedures and processes with a view toward enhancement or improvement. Analyzes information and situations and implements actions, independently and or through the management team to ensure project objectives are met. Responsible for ensuring

coordination with subordinate personnel and Strategic Planning functions within the organization and between those planning functions and appropriate Government personnel. Takes appropriate action and coordinates policies and activities with appropriate Government personnel, as required.

Education: Bachelor's degree from an accredited college or university in an IT related field, systems management, engineering, mathematics or scientific related field or in business administration.

Experience: Five years of intensive and progressive experience demonstrating the required proficiency levels related to task. Education may be substituted with 12 years of intensive and progressive experience demonstrating the required proficiency levels related to task.

Systems Management Technologist

Responsibilities: Analyzes, develops, operates, and maintains software libraries and catalogs. Provides support and direction for user groups in the use of the software/hardware systems and programs to support an integrated system. Establishes and implements system policy, procedures and standards, and ensures their conformance with information systems goals and procedures. Ensures that security procedures are implemented and enforced. Provides logistics support and training in the effective use of automated systems and data communications.

Education: High school graduate or equivalent.

Experience: Two years of experience in operating computer systems, systems management, and automated systems.

Systems Engineer, Senior

Responsibilities: Performs a variety of systems engineering tasks and activities independently, which are broad in nature and are concerned with major systems design, integration, and implementation, including personnel, hardware, software, budgetary, and support facilities and/or equipment.

Education: Bachelor's degree from an accredited college or university in engineering or a mathematics-intensive discipline.

Experience: Five years of intensive and progressive experience in the individual's field of study and specialization.

Modeling and Simulation Specialist

Responsibilities: Expert in modeling and simulation functions or operations such as, but not limited to exercises, plans, coordination, demonstrations, and instruction in the fields such as, but not limited to health, environmental, transportation, law enforcement, military, and civil agencies. Provides supervision and guidance on the proper operation and use of simulation models and exercises. May support live, constructive, or virtual training.

Education: Bachelor's Degree from an accredited college or university with a curriculum or major field of study or seven years of related experience.

Experience: Five years of increasingly complex and progressive experience in subject matter related to simulation models being used.

Logistics Specialist

Responsibilities: Prepares logistics support documentation and source data, such as logistics operational management/user documents, integrated logistics support plans, user logistics support summaries, post-production support plans, and logistics implementation plans. Implements logistics plans, databases, and support files to support the fielding of new complex information systems or major modifications.

Applies logistics principles and methods to specialized logistics solutions. Performs logistics database management functions. Performs logistics inventories and related logistics functions. Works independently and leads the implementation of logistics discipline.

Education: High school graduate or equivalent and applicable functional area certification or two years undergraduate education.

Experience: This position requires a minimum of three years' experience, of which at least one year must be specialized. Experience in various logistics support functions and their automated support systems, involving maintenance planning, personnel planning, training, support equipment, test equipment, technical and logistics data, facilities support, supply support and warehousing. Specialized experience includes knowledge of logistics management principles and procedures, logistics documentation and automated logistics applications. General experience includes general logistics warehousing functions and documentation. Demonstrated ability to communicate well, both orally and in writing.

Engineering Subject Matter Specialist

Responsibilities: Provides technical knowledge and analysis of highly specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation, and implementation advice on exceptionally complex problems, which require high-level knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation and presentation phases. Applies principles, methods and knowledge of the functional area of expertise to specific task order requirements, advanced mathematical principles and methods to exceptionally difficult and narrowly defined technical problems in engineering and mathematical applications to arrive at automated solutions. Designs and prepares technical reports, databases, studies, and related documentation, makes charts and graphs to record results. Prepares and delivers presentations and briefings as required by the task order. Technical support includes technical advice on security requirements for highly specialized IT applications, technical report preparation or other services as required by the task order.

Education: Bachelor's degree from an accredited college or university in engineering or a mathematics-intensive discipline which provides substantial knowledge useful in managing large, complex projects, is closely related to the work to be automated, or is a task-related engineering discipline.

Experience: Five years of intensive and progressive experience in the individual's field of study and specialization.

Technician, Senior

Responsibilities: Provides high level functional and IT analysis, design, development, integration, documentation, and implementation assistance on problems, which require a thorough knowledge of the related technical subject matter for effective system deployment. Participates in all phases of systems development. Applies principles and methods of the functional area to difficult problems in technical areas to arrive at automated solutions. Designs and prepares technical reports and related documentation, and makes charts and graphs to record results. Prepares and delivers presentations and briefings as required by the task order.

Education: High school graduate or equivalent.

Experience: Ten years of intensive and progressive experience in functional or IT analysis/programming of subject matter closely related to the work to be automated.

Technician, Intermediate

Responsibilities: Provides functional and IT analysis, design, development, integration, documentation, and implementation assistance on problems which require a thorough knowledge of the related technical subject matter for effective system deployment. Participates in all phases of systems development.

Applies principles and methods of the functional area to difficult problems in technical areas to arrive at automated solutions. Designs and prepares technical reports and related documentation, and makes charts and graphs to record results. Prepares and delivers presentations and briefings as required by the task order.

Education: High school graduate or equivalent.

Experience: Five years of intensive and progressive experience in functional or IT analysis/programming of subject matter closely related to the work to be automated.

Technician, Associate

Responsibilities: Provides functional and IT analysis, design, development, integration, documentation, and implementation assistance on problems which require a thorough knowledge of the related technical subject matter for effective system deployment. Participates in all phases of systems development.

Applies principles and methods of the functional area to difficult problems in technical areas to arrive at automated solutions. Designs and prepares technical reports and related documentation, and makes charts and graphs to record results. Prepares and delivers presentations and briefings as required by the task order.

Education: High school graduate or equivalent.

Experience: Six months of intensive and progressive experience in functional or IT analysis/programming of subject matter closely related to the work to be automated.

Technical Subject Matter Specialist, Intermediate

Responsibilities: Applies subject matter knowledge to high-level analysis, design, development, modeling, simulation, integration, installation, documentation and implementation. Resolves problems, which require an intimate knowledge of the related technical subject matter. Applies principles and methods of the subject matter to specialized solutions. Includes but not limited to; medical and legal transcription, environmental, scientific, maintenance and repair processes, and logistical support activities.

Education: Applicable functional area certification or two years undergraduate education.

Experience: Five years of intensive and progressive experience in the applicable specialty field.

Database Analyst/Programmer, Senior

Responsibilities: Designs, implements and maintains complex databases. Includes maintenance of database dictionaries, overall monitoring of standards and procedures, and integration of systems through database design. Works at the highest level of all phases of database management.

Education: Bachelor's degree from an accredited college or university with a curriculum or major field of study which provides substantial knowledge useful in managing large, complex AIS projects, is closely related to the work to be automated, and/or in a computer science, information system, a physical science, engineering or a mathematics-intensive discipline, or an applicable training certificate from an accredited training institution.

Experience: Five years of increasingly complex and progressive experience in performing systems analysis, development, and implementation of business, mathematical, or scientific settings using a

variety of information technology resources. Has experience with current technologies and, where required for the task, emerging technologies.

Database Analyst/ Programmer, Intermediate

Responsibilities: Designs, implements, and maintains moderately complex databases. Includes maintenance of database dictionaries and integration of systems through database design. Works on most phases of database administration.

Education: Bachelor's degree from an accredited college or university with a curriculum or major field of study which provides substantial knowledge useful in managing large, complex AIS projects, is closely related to the work to be automated, and/or in a computer science, information system, a physical science, engineering or a mathematics-intensive discipline or an applicable training certificate from an accredited training institution.

Experience: Two years of increasingly complex and progressive experience in performing systems analysis, development, and implementation of business, mathematical, or scientific settings using a variety of information technology resources. Has experience with current technologies and, where required for the task, emerging technologies.

Network Engineer

Responsibilities: Tests and analyzes all elements of the network facilities including power, software, communications devices, lines, modems and terminals and for the overall integration of the enterprise network. Responsible for the planning, design, installation, maintenance, management and coordination of the network. Monitors and controls the performance and status of the network resources. Utilizes software and hardware tools, identifies and diagnoses complex problems and factors affecting network performance. Maintains technical currency and studies vendor products to determine those which best meet client needs. Provides guidance and direction for less experienced network support technicians.

Education: Bachelor's degree from an accredited college or university in computer science, information systems, engineering or a mathematics-intensive discipline or an applicable technical training certificate from an accredited training institution.

Experience: Seven years of increasingly complex and progressive experience in computer system/network engineering. Includes two years of specialized experience related to the task.

Network/Hardware Support Technician, Senior

Responsibilities: Monitors and responds to complex hardware, software and network problems utilizing a variety of hardware and software testing tools and techniques. Provides primary interface with vendor support service groups or provides internal analysis and support to ensure appropriate notification during outages or period of degraded system performance. Provides LAN server support. Requires extensive knowledge of PC/LAN communications hardware and software in multi-protocol environment, and network management software. May function as task lead providing guidance and training for less experienced technicians.

Education: High school graduate or equivalent.

Experience: Five years of increasingly complex and progressive experience in computer system/network engineering. Includes two years of specialized experience related to the task.

Network/Hardware Support Technician, Intermediate

Responsibilities: Monitors and responds to hardware, software, and network problems utilizing hardware and software testing tools and techniques. Interfaces with vendor support service groups to

ensure appropriate notification during outages or period of degraded system performance. Assists with installation of terminals and associated hardware. Provides LAN server support. Requires strong knowledge of PC/LAN communications hardware and software, in multi-protocol environment, and network management software. In support of microcomputer applications, analyzes requirements; creates, designs and develops requirements in required media; provides program support; tests, debugs and writes documentation as required. May have responsibilities for providing customer assistance support in setting up microcomputers and/or installing software packages. Provides user training for hardware/software products; identifies problems and resolves hardware/software/network malfunctions; performs minor hardware/software/network maintenance such as board replacement, cable switching, communication assistance, hardware (CRTs, printers) installation/replacement; interfaces with mainframe, CAD/CAM, digitizers, LANs, provides analysis support for such requirements.

Education: High school graduate or equivalent.

Experience: Three years of increasingly complex and progressive experience in computer system/network engineering. Includes one year of specialized experience related to the task.

Hardware Engineer, Senior

Responsibilities: Provides functional and empirical analysis related to the design, development, and implementation of hardware for products including, but not limited to, the circuit design of components, development of structure specifications of a personal computer, and the design of a computer display unit. Participates in the development of test strategies, devices, and systems. Possesses and applies a comprehensive knowledge of a particular field of specialization to the completion of significant assignments. Plans and conducts assignments, generally involving the larger and more important projects or more than one project. Evaluates progress, results, and recommends major changes in procedures. May lead or direct projects.

Education: Bachelor's degree from an accredited college or university in computer science, mathematics, or engineering or a mathematics-intensive discipline, or an applicable training certificate from an accredited institution.

Experience: Ten years of intensive and progressive experience in a computer related field including development and design of complex hardware and communications systems.

Hardware Engineer, Intermediate

Responsibilities: Provides functional and empirical analysis related to the design, development, and implementation of hardware for products including, but not limited to, the circuit design of components, development of structure specifications of a personal computer, and the design of a computer display unit. Participates in the development of test strategies, devices, and systems. Possesses and applies a comprehensive knowledge of a particular field of specialization to the completion of complex assignments. Under general supervision, plans, conducts and supervises assignments. Reviews progress and evaluates results. Recommends changes in procedures. Plans and assigns personnel for given projects or tasks.

Education: Bachelor's degree from an accredited college or university in computer science, mathematics, or engineering or a mathematics-intensive discipline, or an applicable training certificate from an accredited institution.

Experience: Five years of intensive and progressive experience in a computer related field including development and design of complex hardware and communications systems.

Hardware Engineer, Associate

Responsibilities: Provides functional and empirical analysis related to the design, development, and implementation of hardware for products including, but not limited to, the circuit design of components, development of structure specifications of a personal computer, and the design of a computer display unit. Participates in the development of test strategies, devices, and systems. Knows and uses well the fundamental concepts, practices, and procedures of a particular field of specialization. Under supervision, performs work that is varied and that may be somewhat difficult in character, but usually involves limited responsibility.

Education: Bachelor's degree from an accredited college or university in computer science, mathematics, or engineering or a mathematics-intensive discipline, or an applicable training certificate from an accredited institution.

Experience: Two years of intensive and progressive experience in a computer related field including development and design of hardware and communications systems.

Executive Project Manager

Responsibilities: Responsible for large complex projects. Leads team on large complex projects. Translates customer requirements into formal agreements and plans to culminate in customer acceptance or results. Expert knowledge of business processes, specifically in Client Relationship Management (CRM). Responsible for performance, cost, scope, schedule, quality, and appropriate business measurements for their project, according to their project charter. Has extensive professional knowledge of market segment/ industry/technology/discipline trends. Works with client to identify business requirements and develops the proposal. Subsequently leads a team in the initiating, planning, controlling, executing, and closing tasks of a project (or segment of a project) to produce the solution deliverable. Execute a wide range of process activities beginning with the request for proposal through development, test, and final delivery. Anticipates future customer, industry, and business trends. Applies this understanding to complex problems to meet project objectives. As appropriate, challenges the validity of given procedures and processes with a view toward enhancement or improvement. Analyzes information and situations and implements actions independently and or through the management team, to ensure project objectives are met. Analyzes new and complex project related problems and creates innovative solutions involving finance, scheduling, technology, methodology, tools and solution components. Possesses significant breadth of knowledge in business matters, finance, planning, and forecasting and personnel order to manage team staff and business matters.

Education: Bachelor's degree from an accredited college or university, which provides substantial knowledge of the information sciences.

Experience: Eleven years of intensive and progressive experience demonstrating the required proficiency levels related to task Education may be substituted with 15 years of intensive and progressive experience demonstrating the required proficiency levels related to task.

Senior Project Manager

Responsibilities: Responsible for large projects or significant segment of a large complex project. Leads team on large projects or significant segment of large complex projects. Translate customer requirements into formal agreements and plans to culminate in customer acceptance of results, or have acceptance in the targeted market, while meeting business objectives. Works with client to identify business requirements and develops the proposal. Subsequently leads a team in the initiating, planning, controlling, executing, and closing tasks of a project or segment of a project to produce the solution deliverable. Execute a wide range of process activities beginning with the request for proposal through

development, test and final delivery. Formulates partnerships between customer, suppliers and staff. Anticipates potential project related problems. Utilizes refined techniques for identifying, eliminating or mitigating solution, project, and business risk. Understands customer, industry and business trends. Applies this understanding to meet project objectives. As appropriate, challenges the validity of given procedures and processes with a view toward enhancement or improvement. Analyzes information, situations, and implement actions, independently and or through the management team to ensure project objectives are met. Analyzes new and complex project related problems and creates innovative solutions involving finance, scheduling, technology, methodology, tools, and solution components

Education: Bachelor's degree from an accredited college or university, which provides substantial knowledge of the information sciences.

Experience: Six years of intensive and progressive experience demonstrating the required proficiency levels related to task. Education may be substituted with 10 years of intensive and progressive experience demonstrating the required proficiency levels related to task.

Consultant

Responsibilities: Leads major portions of large or medium projects, and leads small projects autonomously. Gathers facts through research, interviewing, surveys, etc. analyze the client's business, draw conclusions, prepare final reports and gives presentations. Is proficient in the use of key analysis and graphics tools. Uses in-depth consultative skills and business knowledge based on accumulated experience and education aligned to practice business objectives and processes.

Education: Bachelor's degree from an accredited college or university, which provides substantial knowledge of the information sciences.

Experience: Five years of intensive and progressive experience demonstrating the required proficiency levels related to task. Education may be substituted with 9 years of intensive and progressive experience demonstrating the required proficiency levels related to task.

Communication Analyst, Senior

Responsibilities: Under general direction, assists in the planning, design, and implementation of communications networks. Responsible primarily for the assessment and optimization of network design through review and assessment of user needs, conducts feasibility studies for large projects, develops requests for proposals, evaluates vendor products and makes recommendations on selection. May function as lead position providing guidance and training to less experienced analyst.

Education: High school graduate with applicable training certificate from an accredited training institution.

Experience: Requires 7 years' experience in telecommunications, with strong emphasis in network design, traffic engineering, equipment vendors, and carriers.

Communication Analyst, Intermediate

Responsibilities: Plans, designs, and implements communication networks. Responsible for providing assistance and technical support for network design activities. Assists in the review/assessment of user needs; may conduct feasibility studies for projects; may assist in the evaluation and selection of equipment.

Education: High school graduate with applicable training certificate from an accredited training institution.

Experience: Requires 3 years' experience in telecommunications, with strong emphasis in network design, traffic engineering, equipment vendors, and carriers.

Communications Installer, Senior

Responsibilities: Will perform complex activities involved with the implementation of communications media to include installation, testing, troubleshooting and repair of equipment. Media may include cables such as telephone, coaxial and fiber optic, wireless, RF, light and new and emerging technologies. Locates and diagnoses signal transmission defects using various test equipment and visual inspection of the media. Uses tools and related test equipment, ground power equipment, and pressure equipment. Prepares necessary written reports. Is expected to communicate effectively with technical and management personnel as required. Installations must be accomplished to comply with applicable codes and technical specifications. Installs media with a high degree of technical competency or complexity.

Education: High school graduate or equivalent.

Experience: Five years of experience in installing, modifying, and troubleshooting communications media and applicable certificate(s).

Communications Installer, Intermediate

Responsibilities: Will perform complex activities involved with the implementation of communications media to include installation, testing, troubleshooting and repair of equipment. Media may include cables such as telephone, coaxial and fiber optic, wireless, RF, light and new and emerging technologies. Locates and diagnoses signal transmission defects using various test equipment and visual inspection of the media. Uses tools and related test equipment, ground power equipment, and pressure equipment. Prepares necessary written reports. Is expected to communicate effectively with technical and management personnel as required. Installations must be accomplished to comply with applicable codes and technical specifications. Installs media with a moderate degree of technical competency or complexity.

Education: High school graduate or equivalent

Experience: Three years of experience in installing, modifying, and troubleshooting communications media and applicable certificate(s).

Communications Installer, Associate

Responsibilities: Will perform complex activities involved with the implementation of communications media to include installation, testing, troubleshooting and repair of equipment. Media may include cables such as telephone, coaxial and fiber optic, wireless, RF, light and new and emerging technologies. Locates and diagnoses signal transmission defects using various test equipment and visual inspection of the media. Uses tools and related test equipment, ground power equipment, and pressure equipment. Prepares necessary written reports. Is expected to communicate effectively with technical and management personnel as required. Installations must be accomplished to comply with applicable codes and technical specifications. Installs media with a basic degree of technical competency or complexity.

Education: High school graduate or equivalent.

Experience: One year of experience in installing, modifying, and troubleshooting communications media and applicable certificate(s).

Principal Industry/Functional Area Expert

Responsibilities: Recognized for strong expertise in industry issues and trends. Utilize functional area expertise gained through direct industry experience to assess the operational and functional baseline of

an organization and its organizational components. Examples of the functional areas would include Human Resources, Finance, Supply, Service, etc. Work with senior managers and executives to provide industry vision and strategic direction with regard to their enterprise. Guide the determination of information technology inadequacies and/or deficiencies that affect the functional area's ability to support/meet organizational goals. Generate functional area strategies for enhanced IT operations in a cross-functional area mode throughout the organization. Participate in account strategy sessions, strategic assessments and design reviews to validate enterprise approach and associated work products, such as ERP implementations. Provides guidance and direction to other professionals, acts in a consulting and/or advisory capacity; coordinates resolution of highly complex problems and tasks, possesses ability to meet and operate under deadlines. Activities related to the enterprise resource planning and management processes, including but not limited to: knowledge management, investment analysis, data warehousing, e-commerce, return on investment analysis, human resource analysis, material management and logistics, procurement, ordering, manufacturing, decision support, information dissemination, planning to encompass the strategy, architecture and methodology for an enterprise modernization effort; selection, implementation and measure of packaged solutions for enterprise modernization; complete integration of applications with target data and defined processes.

Education: Bachelor's degree from an accredited college or university in computer science, information systems, engineering, scientific or a mathematics-intensive discipline.

Experience: Ten years or Master's degree and 6 years or PhD and 4 years of general IT experience, including formal training and 3 years' experience in BPR methods, plus training and 1 year experience in enterprise applications

Senior Industry/Functional Area Specialist

Responsibilities: Recognized for understanding and communicating common best practices for the industry. Utilize a knowledge base to create conceptual business models and to point out relevant issues and considerations in selecting application software packages, such as those provided by ERP vendors. Assess the operational and functional baseline of an organization and its organizational components, and help to define the direction and strategy for an engagement while ensuring the organizational needs are being addressed. Examples of the functional areas would include Human Resources, Finance, Supply, Service, etc. Work with senior managers to provide industry vision and guidance with regard to their industry. Lead the determination and classification of information technology inadequacies and/or deficiencies that affect the functional area's ability to support/meet organizational goals. Support the development of functional area strategies for enhanced IT operations in a cross-functional area mode throughout the organization. Provides work direction and guidance to other personnel; ensures accuracy of the work of other personnel, operates under deadlines, able to work on multiple tasks. Activities related to the enterprise resource planning and management processes, including but not limited to: knowledge management, investment analysis, data warehousing, e-commerce, return on investment analysis, human resource analysis, material management and logistics, procurement, ordering, manufacturing, decision support, information dissemination, planning to encompass the strategy, architecture and methodology for an enterprise modernization effort; selection, implementation and measure of packaged solutions for enterprise modernization; complete integration of applications with target data and defined processes.

Education: Bachelor's degree from an accredited college or university in computer science, information systems, engineering, scientific or a mathematics-intensive discipline.

Experience: Bachelor's degree and 6 years or Master's and 4 years or PhD and 2 years of general IT experience, including formal training and 1 years' experience in BPR methods, plus training and 1 year experience in enterprise applications.

Principal ERP Product Expert

Responsibilities: Recognized for in-depth knowledge of a specific product or families of enterprise applications, such as ERP products, and associated applications interface technologies. Utilize technical area expertise to assess the operational and/or technical baseline of an organization as specifically associated with the functional components. Examples of the functional areas would include Human Resources, Finance, Supply, Service, etc. Work with information technology professionals to provide insight and advice to senior managers and executives, concerning the strategic direction and applicability of enterprise-based products. Take a lead role in contributing to the development of standards and best practices surrounding the use of enterprise products and applications. Provide technical insight into the determination of technical inadequacies and/or deficiencies that affect the functional area's ability to support/meet organizational goals. Generate technical strategies for enhanced operations, as well as ways to improve productivity across functional areas within the organization. Also responsible for developing and educating others with regard to product-specific best practices. Participate in technical assessments and reviews to validate the technical approach and associated work products, such as ERP implementations. Provides guidance and direction to other professionals, acts in a consulting and/or advisory capacity; coordinates resolution of highly complex problems and tasks, possesses ability to meet and operate under deadlines. Activities related to the enterprise resource planning and management processes, including but not limited to: knowledge management, investment analysis, data warehousing, e-commerce, return on investment analysis, human resource analysis, material management and logistics, procurement, ordering, manufacturing, decision support, information dissemination, planning to encompass the strategy, architecture and methodology for an enterprise modernization effort; selection, implementation and measure of packaged solutions for enterprise modernization; complete integration of applications with target data and defined processes.

Education: Bachelor's degree from an accredited college or university in computer science, information systems, engineering, scientific or a mathematics-intensive discipline.

Experience: Ten years or Master's degree and 6 years or PhD and 4 years of general IT experience, including formal training and 3 years' experience in BPR methods, plus training and 1 year experience in enterprise applications.

Senior ERP Product Specialist

Responsibilities: Recognized for enterprise application implementation expertise, such as with specific ERP products, across functional business areas within an organization. Utilize technical area expertise to assess, select, manage and implement enterprise application components, and to ensure that the technical solution solves the business problem as an organic part of the organization's operational and functional baseline. Examples of the functional areas would include Human Resources, Finance, Supply, Service, etc. Focus is in a specific product or technology family of technologies on multiple platforms, which is supplemented with a clear understanding of the business requirements and related applications issues. Work with product specialists to brief senior managers and end users on applications integration/functionality within the enterprise. Determine those technology inadequacies and/or deficiencies that affect the functional area's ability to support/meet organizational goals. Support technical strategies that will improve productivity across functional areas within the organization. Educate others with regard to product-specific best practices. Lead enterprise applications integration efforts and oversee the validation of associated work products. Provides work direction and guidance to

other personnel; ensures accuracy of the work of other personnel, operates under deadlines, able to work on multiple tasks. Activities related to the enterprise resource planning and management processes, including but not limited to: knowledge management, investment analysis, data warehousing, e-commerce, return on investment analysis, human resource analysis, material management and logistics, procurement, ordering, manufacturing, decision support, information dissemination, planning to encompass the strategy, architecture and methodology for an enterprise modernization effort; selection, implementation and measure of packaged solutions for enterprise modernization; complete integration of applications with target data and defined processes.

Education: Bachelor's degree from an accredited college or university in computer science, information systems, engineering, scientific or a mathematics-intensive discipline.

Experience: Six years or Master's degree and 6 years or PhD and 4 years of general IT experience, including formal training and 3 years' experience in BPR methods, plus training and 1 year experience in enterprise applications.

Principal ERP Business/Architectural Expert

Responsibilities: Recognized for business and/or architectural expertise with regard to effectively adapting functional business requirements and processes to technical solutions based upon comprehensive enterprise application solution sets. Work with senior managers and executives to provide vision and strategic direction for those functional areas that support the defined business disciplines within the enterprise, and to provide insight into selecting the enterprise applications (such as ERP products) that set the direction and establish an approach for a technical solution. Analyzes ERP gap analysis and architecture for full-scale implementation. Designs ERP application interfaces and the solution infrastructure baseline across the functional areas of interest. Manages ERP development, implementation, integration, testing and follow on support. While considering the needs of specific business areas, as well as those of the enterprise, provide expertise on technology and industry trends that will affect enterprise solution sets, including technical platforms and network architectures. Lead technical design reviews, validate enterprise approaches, define application systems that support redesigned or improved business processes, recommend technical architectures that lead to comprehensive business solutions, and assess work products. Updates and debugs system problems to ensure functionality. Also responsible for developing and educating others with regard to the solution set for business and/or architecture-specific best practices. Provides guidance and direction to other professionals, acts in a consulting and/or advisory capacity; coordinates resolution of highly complex problems and tasks, possesses ability to meet and operate under deadlines. Activities related to the enterprise resource planning and management processes, including but not limited to: knowledge management, investment analysis, data warehousing, e-commerce, return on investment analysis, human resource analysis, material management and logistics, procurement, ordering, manufacturing, decision support, information dissemination, planning to encompass the strategy, architecture and methodology for an enterprise modernization effort; selection, implementation and measure of packaged solutions for enterprise modernization; complete integration of applications with target data and defined processes.

Education: Bachelor's degree from an accredited college or university in computer science, information systems, engineering, scientific or a mathematics-intensive discipline.

Experience: Ten years or Master's degree and 6 years or PhD and 4 years of general IT experience, including formal training and 3 years' experience in BPR methods, plus training and 1 year experience in enterprise applications.

Senior ERP Specialist

Responsibilities: Business and/or architectural expertise with regard to ensuring functional business requirements and process issues are resolved using comprehensive enterprise applications solution sets. Duties could include the following: works with senior managers to identify and solve functional area issues, design business area solutions, develop conceptual business models, translate functional area business requirements into technical requirements, and support the design and implementation of enterprise application solution sets (such as those provided by ERP products). Plans or generates databases and/or data models that are the results of business systems planning and data requirements planning. Provides the future business strategies as seen from a data point of view for the systems development and data base administration groups. Analyzes the enterprise information system baseline and perform a “gap analysis” between the baseline, the user operational requirements and the operating capability of enterprise application product sets. Establishes requirements associated with the “gap analysis” to develop enterprise wide systems that support organizational goals and missions. The Design Architecture includes the entire application, database, interface and communications infrastructure necessary to provide for present and future operational needs. Generates business architecture alternatives that address the technology and industry trends affecting enterprise solution sets. Reviews all implementation and support activities and provides technical direction to the programming functions. Supports technical design reviews, enterprise approach validations, and work product assessments. Supports the delivery of technical and business solutions based upon enterprise applications (ERP products based), and working independently to develop enterprise-based programs of medium to high complexity. Activities include the development, integration and deployment of enterprise solutions. Supports enterprise applications programming, workshops, documentation, training and user support. Produces business solution models, technical work products, unit-tested code, instructional courseware, data structures, user interfaces, documentation and enhanced logical processes that will effectively utilize enterprise applications. Provides work direction and guidance to other personnel; ensures accuracy of the work of other personnel, operates under deadlines, able to work on multiple tasks. Activities related to the enterprise resource planning and management processes, including but not limited to: knowledge management, investment analysis, data warehousing, e-commerce, return on investment analysis, human resource analysis, material management and logistics, procurement, ordering, manufacturing, decision support, information dissemination, planning to encompass the strategy, architecture and methodology for an enterprise modernization effort; selection, implementation and measure of packaged solutions for enterprise modernization; complete integration of applications with target data and defined processes.

Education: Bachelor’s degree from an accredited college or university in computer science, information systems, engineering, scientific or a mathematics-intensive discipline.

Experience: Seven years or Master’s degree and 6 years or PhD and 4 years of general IT experience, including formal training and 3 years’ experience in BPR methods, plus training and 1 year experience in enterprise applications.

ERP Analyst/Modeler

Responsibilities: Performs business and technical analyst functions and/or modeling to support the delivery of technical and business solutions based on enterprise applications (ERP products based). Duties include one or more of the following: workshop facilitation, business process data validation, enterprise application (ERP product) testing from a functional business area perspective, program development, unit testing of the application code (ERP product) from a technical perspective, work group/work session participation, delivery of technical and business solutions, independently develops

enterprise-based programs of medium to high complexity, utilizes functional area expertise to create data base models and to assess the operational and functional data baseline. Works with senior managers to provide industry vision and strategic direction with regard to their data enterprise, provides input for systems development and data base, administration groups from a data point of view, performs business and technical designer functions, including making contributions to both the business and technical architecture components of the enterprise solution, supporting industry/functional area/business process specialists and experts, supporting architecture/product/ technology specialists and experts, reviews/assesses enterprise solution products for accuracy and consistency. Efforts include: the development, integration and deployment of enterprise solutions, enterprise applications programming, workshops, documentation, training and user support. Efforts can produce business solution models, data requirements plans, technical work products, unit-tested code, instructional courseware, data structures, user interfaces, documentation and enhanced logical processes that will effectively utilize enterprise applications. Activities related to the enterprise resource planning and management processes, including but not limited to: knowledge management, investment analysis, data warehousing, e-commerce, return on investment analysis, human resource analysis, material management and logistics, procurement, ordering, manufacturing, decision support, information dissemination, planning to encompass the strategy, architecture and methodology for an enterprise modernization effort; selection, implementation and measure of packaged solutions for enterprise modernization; complete integration of applications with target data and defined processes.

Education: Bachelor's degree from an accredited college or university in computer science, information systems, engineering, scientific or a mathematics-intensive discipline.

Experience: Four years of general IT experience, including formal training and 1 years' experience in BPR methods, plus training and 1 year experience in databases such as ORACLE, M204, SYBASE, INFORMIX, DB2, etc.

Business Continuity Planning Manager

Responsibilities: Responsible for development, testing, and implementation, as required, of the Business Continuity Plan (BCP) to preserve the integrity of an organization. Duties include, but are not limited to, the following: Designs and develops the Business Continuity Plan; Works with Business Process Reengineering-type specialists; Works with Enterprise Resource Planning- type specialists to identify key personnel and critical staffing levels; Works with organization executives to recommend a rank ordering of the organization's business processes with respect to the relative importance within the organization's business domain; Recommends the rank ordering of the organization's business processes with respect to vulnerability; Works with Information Security-type specialists to conduct threat, risk, vulnerability assessments, and recommends disaster recovery strategies of both the IT and critical infrastructures supporting the business processes; Facilitates information assurance and disaster recovery planning; Evaluates the potential impact on the organization's business processes in relation to the information assurance and disaster recovery plans; Develops test plans and supports conducting the tests of the BCP; Develops the associated maintenance program to ensure BCP currency.

Education: Bachelor's degree from an accredited college or university in business, computer science, information systems, engineering, scientific or a mathematics-intensive discipline.

Experience: Eight years of progressive and intensive experience managing, with at least two years of relevant experience in a position with duties commensurate to those defined in the task order requirement, or five years of specialized experience in a position with duties commensurate to those defined in the task order requirement.

Business Continuity Planning Analyst

Responsibilities: Assists in research and fact-finding to develop or modify business continuity plans. Assists in preparing detailed analyses of business processes. Assists in performance of statistical and financial analyses. Assists in preparing the business continuity plan. Assists in developing scenarios and scripts for validating business continuity plans. Performs business continuity plan testing support.

Education: Bachelor's degree from an accredited college or university in business, computer science, information systems, engineering, scientific or a mathematics-intensive discipline is desired.

Experience: Three years of experience in supporting business continuity planning.

Instructional Technologist, Senior

Responsibilities: Assesses, designs and conceptualizes training scenarios, approaches, objectives, plans, tools, aids, curriculums, and other state of the art technologies related to training and behavioral studies. Identifies the best approach training requirements to include, but not limited to hardware, software, simulations, course assessment and refreshment, assessment centers, oral examinations, interviews, computer assisted and adaptive testing, behavior-based assessment and performance, and team and unit assessment and measurement. Utilizes various iterative process-improvement and best methodologies in applied psychology, psychometrics, human factors engineering, educational measurement, and other related disciplines. Develops and maintains knowledge bases, conduct applied and advanced research methodologies, develop tests, surveys, training materials, data collection measures, statistical and other analysis, and identifies, conceptualizes and secures new research and development areas.

Education: Master's degree from an accredited college or university with a curriculum or major field of study, which provides substantial knowledge relevant to the task order.

Experience: Five years intensive or progressive experience in the individual's field of study or specialization.

Instructional Technologist

Responsibilities: Develops, implements, and maintains training scenarios, approaches, objectives, plans, tools, aids, curriculums, and other state of the art technologies related to training and behavioral studies. Identifies the best approach training requirements to include, but not limited to hardware, software, simulations, course assessment and refreshment, assessment centers, oral examinations, interviews, computer assisted and adaptive testing, behavior-based assessment and performance, and team and unit assessment and measurement. Utilizes various iterative process-improvement and best methodologies in applied psychology, psychometrics, educational measurement, and other related disciplines. Develops and maintains knowledge bases, conduct applied and advanced research methodologies, develop tests, surveys, training materials, data collection measures, statistical and other analysis, and identify, conceptualize and secure new research and development areas.

Education: Bachelor's degree from an accredited college or university with a curriculum or major field of study, which provides substantial knowledge relevant to the task order.

Experience: Two years intensive or progressive experience in the individual's field of study or specialization. Master's degree may be substituted for experience requirement

Curriculum Developer, Senior

Responsibilities: Formulates and defines system scope and objectives. Prepares detailed specifications for programs. Designs, develops, tests, debugs and documents programs. Experience developing content and storyboards for computer-based multimedia training, video scripts, audiotape scripts, or web-based

training. Works at the highest technical level of all phases of web based technologies and thorough knowledge software such as, HTML, Photoshop, Illustrator, Visual Basic, Java, and or other design and or developer-related applications, systems analysis and programming activities. Assists in research and fact-finding to develop, refresh, or modify training information systems. Assists in preparing detailed specifications for programs.

Designs, codes, tests, debugs, documents and maintains programs. Provides program support to include the testing and installation of computers, peripherals, and/or other hardware, including the installation of enhancements and upgraded versions; and/or program support to include the installation, and documentation of client developed and/or commercially available software, including the installation of enhancements and upgraded versions.

Education: Bachelor's degree from an accredited college or university with a curriculum or major field of study which provides substantial knowledge useful in course development, training development/instructional design is closely related to the work to be completed and/or in a computer science, information system, a physical science, engineering or a mathematics-intensive discipline, or an applicable training certificate from an accredited training institution.

Experience: Five years of increasingly complex and progressive experience in performing systems analysis, development, and implementation for business, mathematical, engineering or scientific settings using a variety of information technology resources. Has experience with current technologies and, where required for the task, emerging technologies.

Curriculum Developer

Responsibilities: Supports in the formulation and definition system scope and objectives. Prepares detailed specifications for programs. Designs, develops, tests, debugs and documents programs. Experience developing content and storyboards for computer-based multimedia training, video scripts, audiotape scripts, or web-based training is preferred. Works at the highest technical level of all phases of web based technologies and thorough knowledge of HTML, Photoshop, Illustrator, and or other design-related applications, systems analysis and programming activities. Assists in research and fact-finding to develop, refresh, or modify training information systems. Assists in preparing detailed specifications for programs.

Designs, codes, tests, debugs, documents and maintains programs. Provides program support to include the testing and installation of computers, web sites, peripherals, and/or other hardware, including the installation of enhancements and upgraded versions; and/or program support to include the installation, and documentation of client developed and/or commercially available software, including the installation of enhancements and upgraded versions.

Education: Bachelor's degree from an accredited college or university with a curriculum or major field of study which provides substantial knowledge useful in course development, training development/instructional design is closely related to the work to be completed and/or in a computer science, information system, a physical science, engineering or a mathematics – intensive discipline, or an applicable training certificate from an accredited training institution.

Experience: Two years of increasingly complex and progressive experience in performing systems analysis, development, and implementation for business, mathematical, engineering or scientific settings using a variety of information technology resources. Has experience with current technologies and, where required for the task, and emerging technologies.

Operations Systems Security Specialist, Senior

Responsibilities: Provides technical knowledge and analysis of information assurance, to include applications; operating systems; Internet and Intranet; physical security; networks; risk assessment; critical infrastructure continuity and contingency planning; emergency preparedness; security awareness and training. Provides analysis of existing system's vulnerability to possible intrusions, resource manipulation, resource denial and destruction of resources. Provides technical support and analysis to document organizational information protection framework, and supports policy and procedures preparation and implementation.

Education: Bachelor's degree from an accredited college or university with a curriculum or major field of study, which provides substantial knowledge useful in operating large, complex IT, projects to support integrated systems.

Experience: Seven years of substantial experience in systems operations.

Operations Systems Security Specialist, Intermediate

Responsibilities: Provides technical knowledge and analysis of information assurance, to include applications; operating systems; Internet and Intranet; physical security; networks; risk assessment; critical infrastructure continuity and contingency planning; emergency preparedness; security awareness and training. Provides analysis of existing system's vulnerability to possible intrusions, resource manipulation, resource denial and destruction of resources. Provides technical support and analysis to document organizational information protection framework, and supports policy and procedures preparation and implementation.

Education: Bachelor's degree from an accredited college or university with a curriculum or major field of study, which provides substantial knowledge useful in operating in large, complex IT projects to support integrated systems.

Experience: Five years of substantial experience in systems operations.

Operations Systems Security Specialist, Associate

Responsibilities: Provides technical support of information assurance, to include applications; operating systems; Internet and Intranet; physical security; networks; risk assessment; critical infrastructure continuity and contingency planning; emergency preparedness; security awareness and training. Provides support of existing system's vulnerability to possible intrusions, resource manipulation, resource denial and destruction of resources. Provides technical support and analysis to document organizational information protection framework, and supports policy and procedures preparation and implementation.

Education: Bachelor's degree from an accredited college or university with a curriculum or major field of study, which provides substantial knowledge useful in operating in large, complex IT projects to support integrated systems.

Experience: Two years of substantial experience in systems operations.

SIN	Labor Category	Year 6 09/04/2020 to 09/03/2021	Year 7 09/04/2021 to 09/03/2022	Year 8 09/04/2022 to 09/03/2023	Year 9 09/04/2023 to 09/03/2024	Year 10 09/04/2024 to 09/03/2025
541614, 541614SVC, 561210FS	Subject Matter Expert	\$ 103.50	\$ 105.57	\$ 107.68	\$ 109.83	\$ 112.03
541614, 541614SVC, 561210FS	Business Subject Matter Specialist	\$ 76.85	\$ 78.39	\$ 79.96	\$ 81.56	\$ 83.19
541614, 541614SVC, 561210FS	Technical Subject Matter Specialist, Senior	\$ 107.64	\$ 109.79	\$ 111.99	\$ 114.23	\$ 116.51
541614, 541614SVC, 561210FS	Technical Subject Matter Specialist, Associate	\$ 84.75	\$ 86.45	\$ 88.18	\$ 89.94	\$ 91.74
541614, 541614SVC, 561210FS	App Sys Analyst/ Programmer, Lead	\$ 86.08	\$ 87.80	\$ 89.56	\$ 91.35	\$ 93.18
541614, 541614SVC, 561210FS	Software Systems Engineer, Lead	\$ 94.06	\$ 95.94	\$ 97.86	\$ 99.82	\$ 101.82
541614, 541614SVC, 561210FS	Software Systems Engineer, Intermediate	\$ 71.19	\$ 72.61	\$ 74.06	\$ 75.54	\$ 77.05
541614, 541614SVC, 561210FS	Database Manager/Administrator	\$ 112.67	\$ 114.92	\$ 117.22	\$ 119.56	\$ 121.95
541614, 541614SVC, 561210FS	Quality Assurance Specialist, Lead	\$ 140.86	\$ 143.68	\$ 146.55	\$ 149.48	\$ 152.47
541614, 541614SVC, 561210FS	Quality Assurance Specialist, Intermediate	\$ 108.18	\$ 110.34	\$ 112.55	\$ 114.80	\$ 117.10
541614, 541614SVC, 561210FS	Quality Assurance Specialist, Associate	\$ 98.81	\$ 100.79	\$ 102.81	\$ 104.87	\$ 106.97
541614, 541614SVC, 561210FS	Principal Business Process Reengineering Specialist	\$ 183.91	\$ 187.59	\$ 191.34	\$ 195.17	\$ 199.07
541614, 541614SVC, 561210FS	Senior Business Case Analyst	\$ 109.80	\$ 112.00	\$ 114.24	\$ 116.52	\$ 118.85
541614, 541614SVC, 561210FS	Business Case Analysis Specialist	\$ 117.87	\$ 120.23	\$ 122.63	\$ 125.08	\$ 127.58
541614, 541614SVC, 561210FS	Computer Operations Manager	\$ 79.18	\$ 80.76	\$ 82.38	\$ 84.03	\$ 85.71
541614, 541614SVC, 561210FS	Specialized Electronic Input Operator	\$ 103.71	\$ 105.78	\$ 107.90	\$ 110.06	\$ 112.26
541614, 541614SVC, 561210FS	Site Manager	\$ 131.49	\$ 134.12	\$ 136.80	\$ 139.54	\$ 142.33
541614, 541614SVC, 561210FS	Operations Systems Manager	\$ 122.66	\$ 125.11	\$ 127.61	\$ 130.16	\$ 132.76
541614, 541614SVC, 561210FS	Strategic Planner, Senior	\$ 247.13	\$ 252.07	\$ 257.11	\$ 262.25	\$ 267.50
541614, 541614SVC, 561210FS	Strategic Planner, Intermediate	\$ 206.09	\$ 210.21	\$ 214.41	\$ 218.70	\$ 223.07
541614, 541614SVC, 561210FS	Strategic Planner, Associate	\$ 155.61	\$ 158.72	\$ 161.89	\$ 165.13	\$ 168.43
541614, 541614SVC, 561210FS	Systems Management Technologist	\$ 107.41	\$ 109.56	\$ 111.75	\$ 113.99	\$ 116.27
541614, 541614SVC, 561210FS	Systems Engineer, Senior	\$ 136.18	\$ 138.90	\$ 141.68	\$ 144.51	\$ 147.40
541614, 541614SVC, 561210FS	Modeling and Simulation Specialist	\$ 155.72	\$ 158.83	\$ 162.01	\$ 165.25	\$ 168.56
541614, 541614SVC, 561210FS	Logistics Specialist	\$ 123.18	\$ 125.64	\$ 128.15	\$ 130.71	\$ 133.32
541614, 541614SVC, 561210FS	Engineering Subject Matter Specialist	\$ 78.30	\$ 79.87	\$ 81.47	\$ 83.10	\$ 84.76
541614, 541614SVC, 561210FS	Technician, Senior	\$ 79.99	\$ 81.59	\$ 83.22	\$ 84.88	\$ 86.58
541614, 541614SVC, 561210FS	Technician, Intermediate	\$ 65.50	\$ 66.81	\$ 68.15	\$ 69.51	\$ 70.90
541614, 541614SVC, 561210FS	Technician, Associate	\$ 82.46	\$ 84.11	\$ 85.79	\$ 87.51	\$ 89.26
541614, 541614SVC, 561210FS	Technical Subject Matter Specialist, Intermediate	\$ 127.91	\$ 130.47	\$ 133.08	\$ 135.74	\$ 138.45

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541614, 541614SVC, 561210FS	Database Analyst/Programmer, Senior	\$ 122.03	\$ 124.47	\$ 126.96	\$ 129.50	\$ 132.09
541614, 541614SVC, 561210FS	Database Analyst/ Programmer, Intermediate	\$ 89.46	\$ 91.25	\$ 93.08	\$ 94.94	\$ 96.84
541614, 541614SVC, 561210FS	Network Engineer	\$ 103.12	\$ 105.18	\$ 107.28	\$ 109.43	\$ 111.62
541614, 541614SVC, 561210FS	Network/Hardware Support Technician, Senior	\$ 76.37	\$ 77.90	\$ 79.46	\$ 81.05	\$ 82.67
541614, 541614SVC, 561210FS	Network/Hardware Support Technician, Intermediate	\$ 71.11	\$ 72.53	\$ 73.98	\$ 75.46	\$ 76.97
541614, 541614SVC, 561210FS	Hardware Engineer, Senior	\$ 179.72	\$ 183.31	\$ 186.98	\$ 190.72	\$ 194.53
541614, 541614SVC, 561210FS	Hardware Engineer, Intermediate	\$ 139.94	\$ 142.74	\$ 145.59	\$ 148.50	\$ 151.47
541614, 541614SVC, 561210FS	Hardware Engineer, Associate	\$ 109.78	\$ 111.98	\$ 114.22	\$ 116.50	\$ 118.83
541614, 541614SVC, 561210FS	Executive Project Manager	\$ 177.48	\$ 181.03	\$ 184.65	\$ 188.34	\$ 192.11
541614, 541614SVC, 561210FS	Senior Project Manager	\$ 163.11	\$ 166.37	\$ 169.70	\$ 173.09	\$ 176.55
541614, 541614SVC, 561210FS	Consultant	\$ 170.20	\$ 173.60	\$ 177.07	\$ 180.61	\$ 184.22
541614, 541614SVC, 561210FS	Communication Analyst, Senior	\$ 133.88	\$ 136.56	\$ 139.29	\$ 142.08	\$ 144.92
541614, 541614SVC, 561210FS	Communication Analyst, Intermediate	\$ 104.55	\$ 106.64	\$ 108.77	\$ 110.95	\$ 113.17
541614, 541614SVC, 561210FS	Communications Installer, Senior	\$ 98.03	\$ 99.99	\$ 101.99	\$ 104.03	\$ 106.11
541614, 541614SVC, 561210FS	Communications Installer, Intermediate	\$ 79.22	\$ 80.80	\$ 82.42	\$ 84.07	\$ 85.75
541614, 541614SVC, 561210FS	Communications Installer, Associate	\$ 61.28	\$ 62.51	\$ 63.76	\$ 65.04	\$ 66.34
541614, 541614SVC, 561210FS	Principal Industry/Functional Area Expert	\$ 381.80	\$ 389.44	\$ 397.23	\$ 405.17	\$ 413.27
541614, 541614SVC, 561210FS	Senior Industry/Functional Area Specialist	\$ 337.41	\$ 344.16	\$ 351.04	\$ 358.06	\$ 365.22
541614, 541614SVC, 561210FS	Principal ERP Product Expert	\$ 424.53	\$ 433.02	\$ 441.68	\$ 450.51	\$ 459.52
541614, 541614SVC, 561210FS	Senior ERP Product Specialist	\$ 326.05	\$ 332.57	\$ 339.22	\$ 346.00	\$ 352.92
541614, 541614SVC, 561210FS	Principal ERP Business/Architectural Expert	\$ 393.36	\$ 401.23	\$ 409.25	\$ 417.44	\$ 425.79
541614, 541614SVC, 561210FS	Senior ERP Specialist	\$ 309.41	\$ 315.60	\$ 321.91	\$ 328.35	\$ 334.92
541614, 541614SVC, 561210FS	ERP Analyst/Modeler	\$ 253.00	\$ 258.06	\$ 263.22	\$ 268.48	\$ 273.85
541614, 541614SVC, 561210FS	Business Continuity Planning Manager	\$ 174.95	\$ 178.45	\$ 182.02	\$ 185.65	\$ 189.37
541614, 541614SVC, 561210FS	Business Continuity Planning Analyst	\$ 116.62	\$ 118.95	\$ 121.33	\$ 123.76	\$ 126.24
541614, 541614SVC, 561210FS	Instructional Technologist, Senior	\$ 117.26	\$ 119.61	\$ 122.00	\$ 124.44	\$ 126.93
541614, 541614SVC, 561210FS	Instructional Technologist	\$ 95.88	\$ 97.80	\$ 99.76	\$ 101.76	\$ 103.80
541614, 541614SVC, 561210FS	Curriculum Developer, Senior	\$ 85.96	\$ 87.68	\$ 89.43	\$ 91.22	\$ 93.04
541614, 541614SVC, 561210FS	Curriculum Developer	\$ 80.36	\$ 81.97	\$ 83.61	\$ 85.28	\$ 86.99
541614, 541614SVC, 561210FS	Operations Systems Security Specialist, Senior	\$ 145.84	\$ 148.76	\$ 151.74	\$ 154.77	\$ 157.87

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541614, 541614SVC, 561210FS	Operations Systems Security Specialist, Intermediate	\$ 122.36	\$ 124.81	\$ 127.31	\$ 129.86	\$ 132.46
541614, 541614SVC, 561210FS	Operations Systems Security Specialist, Associate	\$ 116.52	\$ 118.85	\$ 121.23	\$ 123.65	\$ 126.12

Labor Category substitution matrix:

Education substituted for general experience:

- Formal education resulting in a Bachelor’s, Master’s or Ph.D. degree may be substituted as the equivalent of four (4) years of experience for each degree earned.

Experience substituted for formal education:

- Four (4) years of experience in a related field or discipline may be substituted for a Bachelor’s degree.
- Eight (8) years of experience in a related field or discipline may be substituted for a Master’s degree.
- Ten (10) years of experience in a related field or discipline may be substituted for a Ph.D. degree.

Equal definition for the educational requirements for High School graduate or equivalent.

- Secondary school leaving certificate
- GED
- Successful completion of an associate’s degree program
- Academic transcript of a student who has successfully completed at least a two year program that is acceptable for full credit toward a bachelor’s degree