GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST

MULTIPLE AWARD SCHEDULE
FSC GROUP: Professional Services

CONTRACT NUMBER:
GS-00F-372GA

Strategic Alliance Consulting Inc.
53A E Lee St
Warrenton, VA 20186
Phone: (703) 224-8880 Fax: (888) 601-2903
Contract Administrator: Kenneth S. Lukonis
ken@strategicaci.com
http://strategicaci.com/

PERIOD COVERED BY CONTRACT:
September 2, 2017 through September 1, 2027

Price List is current through Modifications PS-0030 effective July 22, 2022,
and PO-0028 effective September 2, 2022

Business Size:
Small, Veteran Owned, Service-Disabled Business

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page
at GSA.gov. On-line access to contract ordering information, terms and conditions, up-to-date
pricing, and the option to create an electronic delivery order is available through GSA
Advantage!™, a menu-driven database system. The INTERNET address for GSA Advantage!™
is: http://www.GSAAdvantage.gov.
CUSTOMER INFORMATION

1a. Table of Awarded Special Item Numbers with appropriate cross-reference to page numbers:

<table>
<thead>
<tr>
<th>SIN</th>
<th>Recovery</th>
<th>SIN Description</th>
</tr>
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<tbody>
<tr>
<td>541380</td>
<td>541380RC</td>
<td>Testing Laboratories</td>
</tr>
<tr>
<td>541715</td>
<td>541715RC</td>
<td>Engineering Research &amp; Development &amp; Strategic Planning</td>
</tr>
<tr>
<td>541330ENG</td>
<td>541330ENGRC</td>
<td>Engineering Services</td>
</tr>
<tr>
<td>54151S</td>
<td>54151SRC</td>
<td>Information Technology Professional Services</td>
</tr>
<tr>
<td>541611</td>
<td>541611RC</td>
<td>Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services</td>
</tr>
<tr>
<td>541219</td>
<td>541219RC</td>
<td>Budget and Financial Management Services</td>
</tr>
<tr>
<td>OLM</td>
<td>OLMRC</td>
<td>Order Level Materials</td>
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</table>

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. See below.

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. See below.

2. Maximum Order:

<table>
<thead>
<tr>
<th>Maximum Order Threshold</th>
<th>SINs</th>
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</thead>
<tbody>
<tr>
<td>$1,000,000</td>
<td>541715, 541330ENG, 541611, 541219</td>
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<tr>
<td>$500,000</td>
<td>54151S</td>
</tr>
<tr>
<td>$250,000</td>
<td>541380 and OLM</td>
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3. Minimum Order: $100.00

4. Geographic Coverage (delivery Area): Domestic Only

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

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

7. Quantity discounts: 2% for orders between $1,000,000 and $2,499,999.99, 3% for orders between $2,500,000 and $4,999,999.99, and 4% for orders over $5,000,000.
   Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the 
   contractual agreement in exchange for other concessions.

9. Foreign items (list items by country of origin): None

10a. Time of Delivery (Contractor insert number of days): Specified on Task Order

10b. Expedited Delivery. Items available for expedited delivery are noted in this price list: 
   Contact Contractor

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

10d. Urgent Requirements: Contact Contractor

11. F.O.B Points: Destination

12a. Ordering Address: Same as Contractor

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: Same as Contractor

14. Warranty provision: Contractor’s standard commercial warranty.

15. Export Packing Charges (if applicable): N/A

16. Terms and conditions of rental, maintenance, and repair (if applicable): N/A

17. Terms and conditions of installation (if applicable): N/A

18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts 
   from list prices (if applicable): N/A

18b. Terms and conditions for any other services (if applicable): N/A

19. List of service and distribution points (if applicable): N/A

20. List of participating dealers (if applicable): N/A

21. Preventive maintenance (if applicable): N/A
22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants): N/A

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. contactor’s website or other location.) The EIT standards can be found at: www.Section508.gov: N/A

23. Unique Entity Identifier (UEI) Number: SAM UEI - ED68VX9VGWJ7

24. Notification regarding registration in System of Award (SAM) database: Registered

**Service Contract Labor Standards (SCLS)**

Service Contract Labor Standards (SCLS) is applicable to this contract as it applies to the entire Multiple Award Schedule and all services provided. While no specific labor categories have been identified as being subject to SCLS due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CRF 541.300), this contract still maintains the provisions and protections for SCLS eligible labor categories. If and/or when the contractor adds SCLS labor categories/employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS matrix identifying the GSA labor category titles, the occupational code, SCLS labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.
**SIN 541330ENG Engineering Services:** Services include applying physical laws and principles of engineering in the design, development, and utilization of machines, materials, instruments, processes, and systems. Services may involve any of the following activities: provision of advice, concept development, requirements analysis, preparation of feasibility studies, preparation of preliminary and final plans and designs, provision of technical services during the construction or installation phase, inspection and evaluation of engineering projects, and related services.

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<th>Labor Category (SIN 541330ENG)</th>
<th>Year 5 GSA Price through 09/01/22</th>
<th>Year 6 GSA Price 09/02/22-09/01/23</th>
<th>Year 7 GSA Price 09/02/23-09/01/24</th>
<th>Year 8 GSA Price 09/02/24-09/01/25</th>
<th>Year 9 GSA Price 09/02/25-09/01/26</th>
<th>Year 10 GSA Price 09/02/26-09/01/27</th>
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<td>$101.78</td>
<td>$104.63</td>
<td>$107.57</td>
<td>$110.58</td>
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<tr>
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<td>$113.93</td>
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<td>$120.39</td>
<td>$123.77</td>
<td>$127.23</td>
<td>$130.80</td>
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<tr>
<td>General Engineer - Senior</td>
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<td>$136.29</td>
<td>$140.11</td>
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<tr>
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<td>$154.33</td>
<td>$158.65</td>
<td>$163.09</td>
<td>$167.66</td>
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<tr>
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<td>$181.69</td>
<td>$186.78</td>
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<td>$141.14</td>
<td>$145.09</td>
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<td>$114.74</td>
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<td>$121.26</td>
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</table>
**SIN 541380 Testing Laboratory Services:** Includes testing laboratory services and veterinary, natural, and life sciences; testing services and laboratories; and other professional, scientific, and technical consulting services. Testing and services include, but are not limited to: physical, chemical, analytical, or other testing services; quality assurance; fire safety inspections; training; safety audits; relying upon experimental, empirical, quantifiable data, relying on the scientific method, and professional services, tasks, and labor categories in the fields of biology, chemistry, physics, earth sciences, atmospheric science, oceanography, materials sciences, mathematics, geology, astronomy, veterinary medicine, statistics, systems science, etc., (excludes social and behavioral sciences).

<table>
<thead>
<tr>
<th>Labor Category (SIN 541380)</th>
<th>Year 5 GSA Price through 09/01/22</th>
<th>Year 6 GSA Price 09/02/22-09/01/23</th>
<th>Year 7 GSA Price 09/02/23-09/01/24</th>
<th>Year 8 GSA Price 09/02/24-09/01/25</th>
<th>Year 9 GSA Price 09/02/25-09/01/26</th>
<th>Year 10 GSA Price 09/02/26-09/01/27</th>
</tr>
</thead>
<tbody>
<tr>
<td>GEOINT Systems SME - Mid</td>
<td>$137.29</td>
<td>$141.14</td>
<td>$145.09</td>
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<tr>
<td>GEOINT Systems SME - Senior</td>
<td>$148.97</td>
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<td>$161.84</td>
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<td>GEOINT Systems SME - Expert</td>
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<td>$187.21</td>
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<tr>
<td>GEOINT Systems SME - Principal</td>
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<td>$201.17</td>
<td>$206.80</td>
<td>$212.59</td>
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<tr>
<td>GEOINT Systems SME – Scientist</td>
<td>$235.13</td>
<td>$241.71</td>
<td>$248.48</td>
<td>$255.45</td>
<td>$262.60</td>
<td>$269.95</td>
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<tr>
<td>GIS Analyst IV</td>
<td>$113.82</td>
<td>$117.01</td>
<td>$120.28</td>
<td>$123.65</td>
<td>$127.11</td>
<td>$130.67</td>
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<tr>
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<td>$89.20</td>
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<td>$83.90</td>
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</table>
SIN 54151S Information Technology Professional Services: IT Professional Services and/or labor categories for database planning and design; systems analysis, integration, and design; programming, conversion and implementation support; network services, data/records management, and testing.

<table>
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<th>Labor Category (SIN 54151S)</th>
<th>Year 5 GSA Price through 09/01/22</th>
<th>Year 6 GSA Price 09/02/22-09/01/23</th>
<th>Year 7 GSA Price 09/02/23-09/01/24</th>
<th>Year 8 GSA Price 09/02/24-09/01/25</th>
<th>Year 9 GSA Price 09/02/25-09/01/26</th>
<th>Year 10 GSA Price 09/02/26-09/01/27</th>
</tr>
</thead>
<tbody>
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**SIN 541715 Engineering Research and Development and Strategic Planning**: Service include conducting research and experimental development (except nanotechnology and biotechnology research and experimental development) in the physical, engineering and life sciences such as; such as agriculture, electronics, environmental, biology, botany, computers, chemistry, food, fisheries, forests, geology, health, mathematics, medicine, oceanography, pharmacy, physics, veterinary and other allied subjects. Typical tasks include, but are not limited to, analysis of mission, program goals and objectives, program evaluations, analysis of program effectiveness, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting; requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, developing and completing fire safety evaluation worksheets as they relate to professional engineering services; operation and maintenance, evaluation of inspection, testing, and maintenance program for fire protection and life safety systems, program/project management, technology transfer/insertion, training and consulting.

<table>
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</table>
541611 Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services: Provide operating advice and assistance on administrative and management issues. Examples include: strategic and organizational planning, business process improvement, acquisition and grants management support, facilitation, surveys, assessment and improvement of financial management systems, financial reporting and analysis, due diligence in validating an agency’s portfolio of assets and related support services, strategic financial planning, financial policy formulation and development, special cost studies, actuarial services, economic and regulatory analysis, benchmarking and program metrics, and business program and project management. Inherently Governmental services as identified in FAR 7.503 or by the ordering agency are prohibited. It is the responsibility of the Contracting Officer placing the order to make this determination. Ordering activities must require prospective contractors to identify potential conflicts of interest and address those, prior to task order award. Personal services as defined in FAR 37.104 are prohibited.

<table>
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<th>Labor Category (SIN 541611)</th>
<th>Year 5 GSA Price through 09/01/22</th>
<th>Year 6 GSA Price 09/02/22-09/01/23</th>
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<td>$181.35</td>
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</table>
541219 Budget and Financial Management Services: Services include accounting, budgeting, and complementary financial services such as: transaction analysis, transaction processing, data analysis and summarization, technical assistance in devising new or revised accounting policies and procedures, classifying accounting transactions, special studies to improve accounting operations, assessment and improvement of budget formulation and execution processes, special reviews to resolve budget formulation or budget execution issues, and technical assistance to improve budget preparation or execution processes.

<table>
<thead>
<tr>
<th>Labor Category</th>
<th>Year 5 GSA Price through 09/01/22</th>
<th>Year 6 GSA Price 09/02/22-09/01/23</th>
<th>Year 7 GSA Price 09/02/23-09/01/24</th>
<th>Year 8 GSA Price 09/02/24-09/01/25</th>
<th>Year 9 GSA Price 09/02/25-09/01/26</th>
<th>Year 10 GSA Price 09/02/26-09/01/27</th>
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<td>Budget/Financial Analyst - Entry Level</td>
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<td>$158.54</td>
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</table>
Labor Category Descriptions

Job Title: Acquisition Analyst - Entry Level
SIN: 541611
Minimum/General Experience: 0 years of experience
Functional Duties/Responsibility: Provides a broad range of lifecycle acquisition support including acquisition management support, acquisition planning, source selection support, configuration management support, data management support, and milestone reviews. May also provide advice/inputs on verification and validation, requirements management, risk management, portfolio management, and program/project management and support. This may include but is not limited to: Writing, reviewing and coordinating acquisition plans, statements of work, justification and approval documentation, analysis of alternatives studies, technical evaluations, support to decision boards and other acquisition assignments, as required.
Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: None
Substitution Methodology: 5 years’ experience = Bachelor’s Degree, 7 years' experience = Master's Degree, 9 years' experience = PhD

Job Title: Acquisition Analyst - Junior
SIN: 541611
Minimum/General Experience: A minimum of four (4) years’ experience
Functional Duties/Responsibility: Provides a broad range of lifecycle acquisition support including acquisition management support, acquisition planning, source selection support, configuration management support, data management support, and milestone reviews. May also provide advice/inputs on verification and validation, requirements management, risk management, portfolio management, and program/project management and support. This may include but is not limited to: Writing, reviewing and coordinating acquisition plans, statements of work, justification and approval documentation, analysis of alternatives studies, technical evaluations, support to decision boards and other acquisition assignments, as required.
Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: None
Substitution Methodology: 5 years’ experience = Bachelor’s Degree, 7 years' experience = Master's Degree, 9 years' experience = PhD

Job Title: Acquisition Analyst – Mid
SIN: 541611
Minimum/General Experience: A minimum of eight (8) years’ experience
Functional Duties/Responsibility: Provides a broad range of lifecycle acquisition support including acquisition management support, acquisition planning, source selection support, configuration management support, data management support, and milestone reviews. May also provide advice/inputs on verification and validation, requirements management, risk management, portfolio management, and program/project management and support. This may include but is not limited to: Writing, reviewing and coordinating acquisition plans, statements of work, justification and approval documentation, analysis of alternatives studies, technical evaluations, support to decision boards and other acquisition assignments, as required.
Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: None
Substitution Methodology: 5 years’ experience = Bachelor’s Degree, 7 years' experience = Master's Degree, 9 years' experience = PhD
Job Title: Acquisition Analyst – Senior
SIN: 541611

Minimum/General Experience: A minimum of twelve (12) years’ experience

Functional Duties/Responsibility: Provides a broad range of lifecycle acquisition support including acquisition management support, acquisition planning, source selection support, configuration management support, data management support, and milestone reviews. May also provide advice/inputs on verification and validation, requirements management, risk management, portfolio management, and program/project management and support. This may include but is not limited to: Writing, reviewing and coordinating acquisition plans, statements of work, justification and approval documentation, analysis of alternatives studies, technical evaluations, support to decision boards and other acquisition assignments, as required.

Minimum Education: A Bachelor's Degree

Required/Supplemental Certifications: None

Substitution Methodology: 5 years’ experience = Bachelor’s Degree, 7 years' experience = Master's Degree, 9 years' experience = PhD

Job Title: Acquisition Analyst – Expert
SIN: 541611

Minimum/General Experience: A minimum of twenty (20) years’ experience

Functional Duties/Responsibility: Provides a broad range of lifecycle acquisition support including acquisition management support, acquisition planning, source selection support, configuration management support, data management support, and milestone reviews. May also provide advice/inputs on verification and validation, requirements management, risk management, portfolio management, and program/project management and support. This may include but is not limited to: Writing, reviewing and coordinating acquisition plans, statements of work, justification and approval documentation, analysis of alternatives studies, technical evaluations, support to decision boards and other acquisition assignments, as required.

Minimum Education: A Bachelor's Degree

Required/Supplemental Certifications: None

Substitution Methodology: 5 years’ experience = Bachelor’s Degree, 7 years' experience = Master's Degree, 9 years' experience = PhD

Job Title: Budget/Financial Analyst – Entry Level
SINs: 541611 and 541219

Minimum/General Experience: 0 years of experience

Functional Duties/Responsibility: Assists with financial management operations and budget analysis. This may include but is not limited to: audit support, budgeting, cost estimation development/evaluation, and funding assistance. Services may include monitoring and coordination program resource allocations, financial management operations and budget analysis information, as requested. Supports planning, programming, budgeting, and execution activities. Performs budget and cost analysis functions in support of customer activities. This includes development and operations of models, tools, and techniques related to budget planning, tracking, execution reconciliation, and analysis. May also support day-to-day business rhythm execution to enable customer efficiencies. This may include preparing, maintaining, and presenting financial and budget reports, and briefings, as well as drafting, editing, and proofreading documents for publishing. May also provide analytical, administrative, data integration, planning and scheduling support to the government for current/planned financial business systems and improving financial data management.

Minimum Education: A Bachelor's Degree

Required/Supplemental Certifications: None

Substitution Methodology: 5 years’ experience = Bachelor’s Degree, 7 years' experience = Master's Degree, 9 years' experience = PhD
Job Title: Budget/Financial Analyst – Junior  
SINs: 541611 and 541219  
Minimum/General Experience: A minimum of four (4) years’ experience  
Functional Duties/Responsibility: Assists with financial management operations and budget analysis. This may include but is not limited to: audit support, budgeting, cost estimation development/evaluation, and funding assistance. Services may include monitoring and coordination program resource allocations, financial management operations and budget analysis information, as requested. Supports planning, programming, budgeting, and execution activities. Performs budget and cost analysis functions in support of customer activities. This includes development and operations of models, tools, and techniques related to budget planning, tracking, execution reconciliation, and analysis. May also support day-to-day business rhythm execution to enable customer efficiencies. This may include preparing, maintaining, and presenting financial and budget reports, and briefings, as well as drafting, editing, and proofreading documents for publishing. May also provide analytical, administrative, data integration, planning and scheduling support to the government for current/planned financial business systems and improving financial data management.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree, 7 years' experience = Master's Degree, 9 years' experience = PhD

Job Title: Budget/Financial Analyst – Mid  
SINs: 541611 and 541219  
Minimum/General Experience: A minimum of eight (8) years’ experience  
Functional Duties/Responsibility: Assists with financial management operations and budget analysis. This may include but is not limited to: audit support, budgeting, cost estimation development/evaluation, and funding assistance. Services may include monitoring and coordination program resource allocations, financial management operations and budget analysis information, as requested. Supports planning, programming, budgeting, and execution activities. Performs budget and cost analysis functions in support of customer activities. This includes development and operations of models, tools, and techniques related to budget planning, tracking, execution reconciliation, and analysis. May also support day-to-day business rhythm execution to enable customer efficiencies. This may include preparing, maintaining, and presenting financial and budget reports, and briefings, as well as drafting, editing, and proofreading documents for publishing. May also provide analytical, administrative, data integration, planning and scheduling support to the government for current/planned financial business systems and improving financial data management.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree, 7 years' experience = Master's Degree, 9 years' experience = PhD

Job Title: Budget/Financial Analyst – Senior  
SINs: 541611 and 541219  
Minimum/General Experience: A minimum of twelve (12) years’ experience  
Functional Duties/Responsibility: Assists with financial management operations and budget analysis. This may include but is not limited to: audit support, budgeting, cost estimation development/evaluation, and funding assistance. Services may include monitoring and coordination program resource allocations, financial management operations and budget analysis information, as requested. Supports planning, programming, budgeting, and execution activities. Performs budget and cost analysis functions in support of customer activities. This includes development and operations of models, tools, and techniques related to budget planning, tracking, execution reconciliation, and analysis. May also support day-to-day business rhythm execution to enable customer efficiencies. This may include preparing, maintaining, and presenting financial and budget reports, and briefings, as well as drafting, editing, and proofreading documents for publishing. May also provide analytical, administrative, data integration, planning and scheduling support to the government for current/planned financial business systems and improving financial data management.
government for current/planned financial business systems and improving financial data management.

**Minimum Education:** A Bachelor's Degree

**Required/Supplemental Certifications:** None

**Substitution Methodology:** 5 years’ experience = Bachelor’s Degree, 7 years' experience = Master's Degree, 9 years' experience = PhD

**Job Title:** Budget/Financial Analyst – Expert

**SINs:** 541611 and 541219

**Minimum/General Experience:** A minimum of twenty (20) years’ experience

**Functional Duties/Responsibility:** Assists with financial management operations and budget analysis. This may include but is not limited to: audit support, budgeting, cost estimation development/evaluation, and funding assistance. Services may include monitoring and coordination program resource allocations, financial management operations and budget analysis information, as requested. Supports planning, programming, budgeting, and execution activities. Performs budget and cost analysis functions in support of customer activities. This includes development and operations of models, tools, and techniques related to budget planning, tracking, execution reconciliation, and analysis. May also support day-to-day business rhythm execution to enable customer efficiencies. This may include preparing, maintaining, and presenting financial and budget reports, and briefings, as well as drafting, editing, and proofreading documents for publishing. May also provide analytical, administrative, data integration, planning and scheduling support to the government for current/planned financial business systems and improving financial data management.

**Minimum Education:** A Bachelor's Degree

**Required/Supplemental Certifications:** None

**Substitution Methodology:** 5 years’ experience = Bachelor’s Degree, 7 years' experience = Master's Degree, 9 years' experience = PhD

**Job Title:** Business/Management Analyst – Entry Level

**SIN:** 541611

**Minimum/General Experience:** 0 years of experience

**Functional Duties/Responsibility:** Supports the customer with business process analysis, organizational change management, communications, continuity of operations, planning, and workforce management. Duties include but are not limited to: Recommending and facilitating the implementation of new and/or improved processes and provide organizations with a means to measure results. Aggregating and analyzing performance management data at the program and enterprise levels. Recommending roadmaps to support alignment of the people, processes, and resources within an organization. Uses process analysis techniques, as well as interacting with relevant stakeholders to assess the need for replacing existing systems or acquiring new systems. Also provides analysis and compiles recommendations on business process best practices.

**Minimum Education:** A Bachelor's Degree

**Required/Supplemental Certifications:** None

**Substitution Methodology:** 5 years’ experience = Bachelor’s Degree, 7 years' experience = Master's Degree, 9 years' experience = PhD
Job Title: Business/Management Analyst – Junior  
SIN: 541611  
Minimum/General Experience: A minimum of four (4) years’ experience  
Functional Duties/Responsibility: Supports the customer with business process analysis, organizational change management, communications, continuity of operations, planning, and workforce management. Duties include but are not limited to: Recommending and facilitating the implementation of new and/or improved processes and provide organizations with a means to measure results. Aggregating and analyzing performance management data at the program and enterprise levels. Recommending roadmaps to support alignment of the people, processes, and resources within an organization. Uses process analysis techniques, as well as interacting with relevant stakeholders to assess the need for replacing existing systems or acquiring new systems. Also provides analysis and compiles recommendations on business process best practices.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree, 7 years' experience = Master's Degree, 9 years' experience = PhD  

Job Title: Business/Management Analyst – Mid  
SIN: 541611  
Minimum/General Experience: A minimum of eight (8) years’ experience  
Functional Duties/Responsibility: Supports the customer with business process analysis, organizational change management, communications, continuity of operations, planning, and workforce management. Duties include but are not limited to: Recommending and facilitating the implementation of new and/or improved processes and provide organizations with a means to measure results. Aggregating and analyzing performance management data at the program and enterprise levels. Recommending roadmaps to support alignment of the people, processes, and resources within an organization. Uses process analysis techniques, as well as interacting with relevant stakeholders to assess the need for replacing existing systems or acquiring new systems. Also provides analysis and compiles recommendations on business process best practices.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree, 7 years' experience = Master's Degree, 9 years' experience = PhD  

Job Title: Business/Management Analyst – Senior  
SIN: 541611  
Minimum/General Experience: A minimum of twelve (12) years’ experience  
Functional Duties/Responsibility: Supports the customer with business process analysis, organizational change management, communications, continuity of operations, planning, and workforce management. Duties include but are not limited to: Recommending and facilitating the implementation of new and/or improved processes and provide organizations with a means to measure results. Aggregating and analyzing performance management data at the program and enterprise levels. Recommending roadmaps to support alignment of the people, processes, and resources within an organization. Uses process analysis techniques, as well as interacting with relevant stakeholders to assess the need for replacing existing systems or acquiring new systems. Also provides analysis and compiles recommendations on business process best practices.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree, 7 years' experience = Master's Degree, 9 years' experience = PhD
Job Title: Business/Management Analyst – Expert  
SIN: 541611  
Minimum/General Experience: A minimum of twenty (20) years’ experience  
Functional Duties/Responsibility: Supports the customer with business process analysis, organizational change management, communications, continuity of operations, planning, and workforce management. Duties include but are not limited to: Recommending and facilitating the implementation of new and/or improved processes and provide organizations with a means to measure results. Aggregating and analyzing performance management data at the program and enterprise levels. Recommending roadmaps to support alignment of the people, processes, and resources within an organization. Uses process analysis techniques, as well as interacting with relevant stakeholders to assess the need for replacing existing systems or acquiring new systems. Also provides analysis and compiles recommendations on business process best practices.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree, 7 years' experience = Master's Degree, 9 years' experience = PhD

Job Title: Data Architect – Expert  
SIN: 54151S  
Minimum/General Experience: A minimum of twelve (12) years’ experience in engineering, computer science, or related engineering discipline.  
Functional Duties/Responsibility: Provides oversight and planning of data models and database structural design and development. Oversees the strategic structural design and development of databases and metadata. Monitors industry trends and directions in database technology and tools. Develops data and metadata policies and procedures for structural design and development to build, maintain and leverage the data model, ensuring integration with corporate data standards and policies. Strategically plans new designs for integration into the database structure, using knowledge of the characteristics of the systems being added to the structure and the specifications for database interfaces to ensure effective integration and optimal database performance. Provides technical oversight and direction to designated boards for integrating new technology or major new mission capabilities into the metadata and data standards and structures.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: Data Architect – Principal  
SIN: 54151S  
Minimum/General Experience: A minimum of fifteen (15) years’ experience in engineering, computer science, or related engineering discipline.  
Functional Duties/Responsibility: Provides oversight and planning of data models and database structural design and development. Oversees the strategic structural design and development of databases and metadata. Monitors industry trends and directions in database technology and tools. Develops data and metadata policies and procedures for structural design and development to build, maintain and leverage the data model, ensuring integration with corporate data standards and policies. Strategically plans new designs for integration into the database structure, using knowledge of the characteristics of the systems being added to the structure and the specifications for database interfaces to ensure effective integration and optimal database performance. Provides technical oversight and direction to designated boards for integrating new technology or major new mission capabilities into the metadata and data standards and structures.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree;
Job Title: Data Engineer – Mid  
SIN: 54151S  
Minimum/General Experience: A minimum of five (5) years’ experience in engineering, computer science, or related engineering discipline.  
Functional Duties/Responsibility: Assists in the development and documentation of detailed data requirements for application systems in a logical data model. Develops the analysis, creation, acquisition, maintenance, and use characteristics of the data identified. Ensures compliance with data management policies, guidance, and standards. Evaluates data reuse, data integration, and data compliance and develops strategies based on stewardship and authorities. Develops physical schemas that address functional and technical requirements for the database including data sharing as appropriate. Develops, constructs, tests, and maintains data architectures.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: Data Engineer – Senior  
SIN: 54151S  
Minimum/General Experience: A minimum of eight (8) years’ experience in engineering, computer science, or related engineering discipline.  
Functional Duties/Responsibility: Assists in the development and documentation of detailed data requirements for application systems in a logical data model. Develops the analysis, creation, acquisition, maintenance, and use characteristics of the data identified. Ensures compliance with data management policies, guidance, and standards. Evaluates data reuse, data integration, and data compliance and develops strategies based on stewardship and authorities. Develops physical schemas that address functional and technical requirements for the database including data sharing as appropriate. Develops, constructs, tests, and maintains data architectures.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: Data Engineer – Expert  
SIN: 54151S  
Minimum/General Experience: A minimum of twelve (12) years’ experience in engineering, computer science, or related engineering discipline.  
Functional Duties/Responsibility: Assists in the development and documentation of detailed data requirements for application systems in a logical data model. Develops the analysis, creation, acquisition, maintenance, and use characteristics of the data identified. Ensures compliance with data management policies, guidance, and standards. Evaluates data reuse, data integration, and data compliance and develops strategies based on stewardship and authorities. Develops physical schemas that address functional and technical requirements for the database including data sharing as appropriate. Develops, constructs, tests, and maintains data architectures.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree
**Job Title:** Data Engineer – Principal  
**SIN:** 54151S  
**Minimum/General Experience:** A minimum of fifteen (15) years’ experience in engineering, computer science, or related engineering discipline.  
**Functional Duties/Responsibility:** Assists in the development and documentation of detailed data requirements for application systems in a logical data model. Develops the analysis, creation, acquisition, maintenance, and use characteristics of the data identified. Ensures compliance with data management policies, guidance, and standards. Evaluates data reuse, data integration, and data compliance and develops strategies based on stewardship and authorities. Develops physical schemas that address functional and technical requirements for the database including data sharing as appropriate. Develops, constructs, tests, and maintains data architectures.  
**Minimum Education:** A Bachelor’s Degree  
**Required/Supplemental Certifications:** None  
**Substitution Methodology:** 5 years’ experience = 5 years’ experience = Bachelor’s Degree

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**Job Title:** Data Scientist – Expert  
**SIN:** 54151S  
**Minimum/General Experience:** A minimum of twelve (12) years’ experience in engineering, computer science, or related discipline.  
**Functional Duties/Responsibility:** Incorporates and manipulates big data analytic skills for holistic collection assessments and performs trend analysis on large sets from structured and unstructured data sources. Employs sophisticated analytics programs and tools such as Python, Tableau, ArcGIS, Python, Splunk, or Jupyter Notebook, to prepare data for use in predictive and prescriptive modeling. Develops statistically rigorous and predictive analytical techniques that incorporate relevant academic and industry best practices for disparate datasets.  
**Minimum Education:** A Bachelor’s Degree  
**Required/Supplemental Certifications:** None  
**Substitution Methodology:** 5 years’ experience = Bachelor’s Degree

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**Job Title:** Data Scientist – Principal  
**SIN:** 54151S  
**Minimum/General Experience:** A minimum of fifteen (15) years’ experience in engineering, computer science, or related discipline.  
**Functional Duties/Responsibility:** Incorporates and manipulates big data analytic skills for holistic collection assessments and performs trend analysis on large sets from structured and unstructured data sources. Employs sophisticated analytics programs and tools such as Python, Tableau, ArcGIS, Python, Splunk, or Jupyter Notebook, to prepare data for use in predictive and prescriptive modeling. Develops statistically rigorous and predictive analytical techniques that incorporate relevant academic and industry best practices for disparate datasets.  
**Minimum Education:** A Bachelor’s Degree  
**Required/Supplemental Certifications:** None  
**Substitution Methodology:** 5 years’ experience = Bachelor’s Degree
Job Title: Database Administrator – Mid
SIN: 54151S

Minimum/General Experience: A minimum of five (5) years’ experience in engineering, computer science, or related engineering discipline.

Functional Duties/Responsibility: Provides highly technical expertise and support in the use of database management server (DBMS); evaluates and recommends available DBMS products to support validated user requirements; defines file organization, indexing methods, and security procedures for specific user applications; develops, implements, and maintains database back-up and recovery procedures for the processing environments, and ensures that data integrity, security, and recoverability are built into the DBMS application; coordinates systems resource availability with database analysts, system and application programmers, and other users; performs database administration, backups, and recoveries, and works with users to resolve database questions or problems; implements data models and database designs, data access and table maintenance codes; resolves database performance issues, database capacity issues, replication, and other distributed data issues.

Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: None
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: Database Analyst/Programmer – Mid
SIN: 54151S

Minimum/General Experience: A minimum of five (5) years’ experience in engineering, computer science, or related engineering discipline.

Functional Duties/Responsibility: Designs, implements and maintains moderately complex databases; serves as technical expert for databases related to customer’s corporate applications; designs databases and builds tables as well as develops stored procedures and trigger functions and packages; performs database performance monitoring, tuning and optimization; ensure user and functional requirements are developed, tested and implemented in a timely manner; plans, tests and prepares the implementation of new or enhanced infrastructures; advises application development staff and users on database solutions to business problems, data architectures, database management, and the operation and tuning of databases.

Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: None
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: Database Analyst/Programmer – Expert
SIN: 54151S

Minimum/General Experience: A minimum of twelve (12) years’ experience in engineering, computer science, or related engineering discipline.

Functional Duties/Responsibility: Designs, implements and maintains moderately complex databases; serves as technical expert for databases related to customer’s corporate applications; designs databases and builds tables as well as develops stored procedures and trigger functions and packages; performs database performance monitoring, tuning and optimization; ensure user and functional requirements are developed, tested and implemented in a timely manner; plans, tests and prepares the implementation of new or enhanced infrastructures; advises application development staff and users on database solutions to business problems, data architectures, database management, and the operation and tuning of databases.

Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: None
Substitution Methodology: 5 years’ experience = Bachelor’s Degree
Job Title: General Engineer – Entry Level  
SIN: 541330ENG  
Minimum/General Experience: 0 years of experience  
Functional Duties/Responsibility: Makes investment decisions related to the repair, long term sustainment and routine maintenance of fixed facilities; assure that the project deliverables are technically correct and reflect the stated need considering construction, projects, or facilities activities; supports the engineering design for vertical and horizontal facilities, such as utilities or electrical systems; conducts analysis and develops estimation reports for facilities; conducts destructive and non-destructive testing method to evaluate facility condition; develops CAD and other facility driven models and reports in support of facilities engineering.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree  

Job Title: General Engineer – Junior  
SIN: 541330ENG  
Minimum/General Experience: A minimum of three (3) years’ experience  
Functional Duties/Responsibility: Makes investment decisions related to the repair, long term sustainment and routine maintenance of fixed facilities; assure that the project deliverables are technically correct and reflect the stated need considering construction, projects, or facilities activities; supports the engineering design for vertical and horizontal facilities, such as utilities or electrical systems; conducts analysis and develops estimation reports for facilities; conducts destructive and non-destructive testing method to evaluate facility condition; develops CAD and other facility driven models and reports in support of facilities engineering.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree  

Job Title: General Engineer – Mid  
SIN: 541330ENG  
Minimum/General Experience: A minimum of five (5) years’ experience  
Functional Duties/Responsibility: Makes investment decisions related to the repair, long term sustainment and routine maintenance of fixed facilities; assure that the project deliverables are technically correct and reflect the stated need considering construction, projects, or facilities activities; supports the engineering design for vertical and horizontal facilities, such as utilities or electrical systems; conducts analysis and develops estimation reports for facilities; conducts destructive and non-destructive testing method to evaluate facility condition; develops CAD and other facility driven models and reports in support of facilities engineering.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree
Job Title: General Engineer – Senior  
SIN: 541330ENG  
Minimum/General Experience: A minimum of eight (8) years’ experience  
Functional Duties/Responsibility: Makes investment decisions related to the repair, long term sustainment and routine maintenance of fixed facilities; assure that the project deliverables are technically correct and reflect the stated need considering construction, projects, or facilities activities; supports the engineering design for vertical and horizontal facilities, such as utilities or electrical systems; conducts analysis and develops estimation reports for facilities; conducts destructive and non-destructive testing method to evaluate facility condition; develops CAD and other facility driven models and reports in support of facilities engineering.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: General Engineer – Expert  
SIN: 541330ENG  
Minimum/General Experience: A minimum of twelve (12) years’ experience  
Functional Duties/Responsibility: Makes investment decisions related to the repair, long term sustainment and routine maintenance of fixed facilities; assure that the project deliverables are technically correct and reflect the stated need considering construction, projects, or facilities activities; supports the engineering design for vertical and horizontal facilities, such as utilities or electrical systems; conducts analysis and develops estimation reports for facilities; conducts destructive and non-destructive testing method to evaluate facility condition; develops CAD and other facility driven models and reports in support of facilities engineering.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: General Engineer – Principal  
SIN: 541330ENG  
Minimum/General Experience: A minimum of fifteen (15) years’ experience  
Functional Duties/Responsibility: Makes investment decisions related to the repair, long term sustainment and routine maintenance of fixed facilities; assure that the project deliverables are technically correct and reflect the stated need considering construction, projects, or facilities activities; supports the engineering design for vertical and horizontal facilities, such as utilities or electrical systems; conducts analysis and develops estimation reports for facilities; conducts destructive and non-destructive testing method to evaluate facility condition; develops CAD and other facility driven models and reports in support of facilities engineering.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree
Job Title: GEOINT Systems SME – Mid
SINs: 541330ENG, 541380, and 541715
Minimum/General Experience: A minimum of ten (10) years’ experience
Functional Duties/Responsibility: Provides professional grade experience and technical expertise to research and development projects. Assists with the development and execution of GEOINT system requirements, analysis of proof of concept capabilities, keeps pace with industry capabilities and advancements, coordinates technical reviews and assessments, supports transition of capability across appropriate lifecycles and milestones, and support plan development of GEOINT systems and capabilities.
Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: Security Clearance
Substitution Methodology: 5 years’ experience = Bachelor’s Degree, 7 years' experience = Master's Degree, 9 years' experience = PhD

Job Title: GEOINT Systems SME – Senior
SINs: 541330ENG, 541380, and 541715
Minimum/General Experience: A minimum of twelve (12) years’ experience
Functional Duties/Responsibility: Provides technical knowledge and experience in the research, design, development, and testing of GEOINT collection assets, capabilities, or sciences. Assets may include aircraft, spacecraft, sensor capabilities, hardware, architectures, physical processors, radar sensors, or other physical capabilities of GEOINT sciences; Capabilities may include non-physical capabilities such as algorithms, computational approaches, data and software engineering, or creation and processing of GEOINT; Sciences may include astronomy, chemistry, physiology, astro-physics, thermodynamics, meteorology, geology, orbital mechanics, chemical, medical, or oceanography; as they relate to GEOINT systems and capabilities.
Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: Security Clearance
Substitution Methodology: 5 years’ experience = Bachelor’s Degree, 7 years' experience = Master's Degree, 9 years' experience = PhD

Job Title: GEOINT Systems SME – Expert
SINs: 541330ENG, 541380, and 541715
Minimum/General Experience: A minimum of fifteen (15) years’ experience
Functional Duties/Responsibility: Provides technical and highly specialized knowledge and experience in the research, design, development, and testing of GEOINT collection assets, capabilities, or sciences. Assets may include aircraft, spacecraft, sensor capabilities, hardware, architectures, physical processors, radar sensors, or other physical capabilities of GEOINT sciences; Capabilities may include non-physical capabilities such as algorithms, computational approaches, data and software engineering, or creation and processing of GEOINT; Sciences may include astronomy, chemistry, physiology, astro-physics, thermodynamics, meteorology, geology, orbital mechanics, chemical, medical, or oceanography; as they relate to GEOINT systems and capabilities.
Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: Security Clearance
Substitution Methodology: 5 years’ experience = Bachelor’s Degree, 7 years' experience = Master's Degree, 9 years' experience = PhD
Job Title: GEOINT Systems SME – Principal
SINS: 541330ENG, 541380, and 541715
Minimum/General Experience: A minimum of twenty (20) years’ experience
Functional Duties/Responsibility: Provides extensive technical and theoretical knowledge and experience in the research, design, development, and testing of GEOINT collection assets, capabilities, or sciences. Assets may include aircraft, spacecraft, sensor capabilities, hardware, architectures, physical processors, radar sensors, or other physical capabilities of GEOINT sciences; Capabilities may include non-physical capabilities such as algorithms, computational approaches, data and software engineering, or creation and processing of GEOINT; Sciences may include astronomy, chemistry, physiology, astro-physics, thermodynamics, meteorology, geology, orbital mechanics, chemical, medical, or oceanography; as they relate to GEOINT systems and capabilities.
Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: Security Clearance
Substitution Methodology: 5 years’ experience = Bachelor’s Degree, 7 years' experience = Master's Degree, 9 years' experience = PhD

Job Title: GEOINT Systems SME – Scientist
SINS: 541330ENG, 541380, and 541715
Minimum/General Experience: A minimum of twenty-five (25) years’ experience
Functional Duties/Responsibility: Provides industry leading, advanced, inventive technical and theoretical knowledge and experience in the research, design, development, and testing of GEOINT collection assets, capabilities, or sciences. Assets may include aircraft, spacecraft, sensor capabilities, hardware, architectures, physical processors, radar sensors, or other physical capabilities of GEOINT sciences; Capabilities may include non-physical capabilities such as algorithms, computational approaches, data and software engineering, or creation and processing of GEOINT; Sciences may include astronomy, chemistry, physiology, astro-physics, thermodynamics, meteorology, geology, orbital mechanics, chemical, medical, or oceanography; as they relate to GEOINT systems and capabilities.
Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: Security Clearance
Substitution Methodology: 5 years’ experience = Bachelor’s Degree, 7 years' experience = Master's Degree, 9 years' experience = PhD

Job Title: GIS Analyst IV
SINS: 541330ENG, 541380, and 541715
Minimum/General Experience: A minimum of eight (8) years’ professional experience
Functional Duties/Responsibility: Write programs and develop user interfaces, menus, and macro-level commands to meet user needs in addition to performing simple spatial analyses and producing reports according to customer specifications. Assist in the development of geographic information systems which may link parcel maps or orthophotos with environmental data, historic data, transportation data and health data to produce maps or quantify information about the impacts of features on parcel ownership. Conducts geographic information system (GIS) program activities, utilizing GIS hardware and software to produce maps, spatial databases and thematic data (such as wetlands, road centerlines, cadastral, and historic sites). Creates, adjusts, corrects, converts and distributes base maps and thematic data. Digitize and maintain spatial databases of Maryland information; document procedures, validate data for accuracy and completeness, complete approved metadata forms and produce maps of the resulting information. Evaluate information and data from outside sources to determine the quality of the data. Provide geographic location coordinates from the GIS to facilitate spatial analysis and data manipulation, calculate distances and area of features and interpret legal descriptions and certify changes in boundary lines. Act as a “consultant” to internal customers during their use, development and quality assessment of spatial databases. Guides users in formulating requirements, advises alternative approaches, and conducts feasibility studies.
Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: Security Clearance
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: Information Systems Security Officer (ISSO)
SIN: 54151S
Minimum/General Experience: A minimum of eight (8) years’ experience
Functional Duties/Responsibility: Drafts and reviews all C&A documentation and providing security lifecycle support to ensure security is appraised in all phases from concept through decommissioning; provides advice and assistance in developing relevant information system security documentation and artifacts, such as SSPs, CONOPS, and test plans, in accordance with applicable best practices; assists in obtaining applicable approvals and authorities; ensures federal, state and local information security and system controls are implemented.
Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: None
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: Information Systems Security Officer (ISSO) – Senior
SIN: 54151S
Minimum/General Experience: A minimum of ten (10) years’ experience
Functional Duties/Responsibility: Drafts and reviews all C&A documentation and providing security lifecycle support to ensure security is evaluated and maintained in all phases of development from concept through decommissioning; provides advice and assistance in developing relevant information system security documentation and artifacts, such as SSPs, CONOPS, and test plans, in accordance with applicable best practices; assists in obtaining applicable approvals and authorities; ensures federal, state and local information security and system controls are implemented.
Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: None
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: Information Systems Security Officer (ISSO) – Expert
SIN: 54151S
Minimum/General Experience: A minimum of fifteen (15) years’ experience
Functional Duties/Responsibility: Drafts and reviews all C&A documentation and providing security lifecycle support to ensure security is evaluated and maintained in all phases of development from concept through decommissioning; provides advice and assistance in developing relevant information system security documentation and artifacts, such as SSPs, CONOPS, and test plans, in accordance with applicable best practices; assists in obtaining applicable approvals and authorities; ensures federal, state and local information security and system controls are implemented.
Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: None
Substitution Methodology: 5 years’ experience = Bachelor’s Degree
Job Title: IT Specialist  
SIN: 54151S  
Minimum/General Experience: A minimum of two (2) years’ experience  
Functional Duties/Responsibility: Provides technical knowledge and analysis of information technology, computer programming, computer security, computer systems analysis, database management, information systems, Internet applications and development, software development, and related fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of IT tasks.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: Network Engineer – Principal  
SIN: 54151S  
Minimum/General Experience: A minimum of fifteen (15) years’ experience  
Functional Duties/Responsibility: Provides high level technical guidance for directing and monitoring information system network operations. Provides support in the translation of business requirements into network requirements, designs, and orders. Determines feasibility, cost, network equipment needs, and time constraints/allocations for assigned projects. Performs hands-on implementation of network infrastructure including core switches, edge switches, routers, bandwidth management appliances, and related hardware and software. Maintains and manages network monitoring tools.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: Program Analyst  
SIN: 54151S  
Minimum/General Experience: 0 years of experience  
Functional Duties/Responsibility: Provides support such as technical writing, proofreading, technical editing of word processing and other computer-based documents, integration of various sources into a cohesive product which may be delivered as computer-based magnetic media, and preparation of graphical and narrative presentation material. Coordinates schedules to facilitate completion of proposals, contract deliverables, task order review and briefings/presentations. Performs analysis, development and review of program or functional areas, as required.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: Program Analyst II  
SINs: 541330ENG, 541380, and 541715  
Minimum/General Experience: A minimum of five (5) years’ experience  
Functional Duties/Responsibility: Assists in the preparation of management plans and reports. Coordinates schedules to facilitate completion of proposals, contract deliverables, task order review, briefings/presentations and IPR preparation. Performs analysis, development and review of program administrative operating procedures. Guides users in formulating requirements, advises alternative approaches, and conducts feasibility studies.  
Minimum Education: Bachelor’s Degree  
Required/Supplemental Certifications: Security Clearance  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree
Job Title: Program Manager – Principal  
SIN: 54151S  
Minimum/General Experience: A minimum of twenty (20) years’ experience  
Functional Duties/Responsibility: Organizes, directs, and manages IT contract operation support functions, involving multiple, complex and inter-related project tasks. Manages teams of support personnel at multiple locations. Maintains and manages the client at the senior levels of the client organization. Meets with customer and contractor personnel to formulate and review task plans and deliverable items. Ensures conformance with program tasks, schedules, and costs. Establishes and maintains technical and financial reports to show progress of projects to management and customers, organizes and delegates responsibilities to subordinates, and oversees the successful completion of all assigned tasks.  
Minimum Education: Bachelor’s Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

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Job Title: Project Control Analyst  
SIN: 54151S  
Minimum/General Experience: A minimum of three (3) years’ experience  
Functional Duties/Responsibility: Develops, tracks, monitors, and reports on key performance indicators for IT projects. Develops cost models for complex IT projects including cost estimates and tracking project lifecycle costs. Coordinates strategic planning, forecasts, budgets, and resource management related activities.  
Minimum Education: Bachelor’s Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

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Job Title: Project Manager – Junior  
SIN: 54151S  
Minimum/General Experience: A minimum of ten (10) years’ experience  
Functional Duties/Responsibility: Responsible for the overall management of complex research, development, integration, or support projects/programs. Interacts with the government customer to ensure all activities are coordinated with customer contracts, objectives, requirements, and timelines. Oversees project funding, staffing, and personnel, and is accountable for the quality and timely delivery of all contractual items. Serves as primary point of contact (POC) for the customer regarding project activities. Ensures that all required resources including manpower, production standards, computer time, and facilities are available for project implementation.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

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Job Title: Project Manager  
SIN: 54151S  
Minimum/General Experience: A minimum of twelve (12) years’ experience  
Functional Duties/Responsibility: Responsible for the overall management of complex research, development, integration, or support projects/programs. Interacts with the government customer to ensure all activities are coordinated with customer contracts, objectives, requirements, and timelines. Oversees project funding, staffing, and personnel, and is accountable for the quality and timely delivery of all contractual items. Serves as primary point of contact (POC) for the customer regarding project activities. Ensures that all required resources including manpower, production standards, computer time, and facilities are available for project implementation.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree
Job Title: SAS Programmer (Epidemiologist Analyst) – Entry Level  
SIN: 54151S  
Minimum/General Experience: 0 years of experience  
Functional Duties/Responsibility: Supports a variety of data requests to extract and conduct analysis on multiple data sources which contain project relevant biostatistical or health information; performs ad hoc queries and provides customized reports; provides analysis for publication in professional articles or journals; provides SAS programming support to long-term data/statistical requests; executes data analyses using scientifically sound, state-of-the-art epidemiological methods.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: SAS Programmer (Epidemiologist Analyst) – Junior  
SIN: 541380  
Minimum/General Experience: A minimum of three (3) years’ experience  
Functional Duties/Responsibility: Supports a variety of data requests to extract and conduct analysis on multiple data sources which contain project relevant biostatistical or health information; performs ad hoc queries and provides customized reports; provides analysis for publication in professional articles or journals; provides SAS programming support to long-term data/statistical requests; executes data analyses using scientifically sound, state-of-the-art epidemiological methods.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: SAS Programmer (Epidemiologist Analyst) – Mid  
SIN: 541380  
Minimum/General Experience: A minimum of five (5) years’ experience  
Functional Duties/Responsibility: Supports a variety of data requests to extract and conduct analysis on multiple data sources which contain project relevant biostatistical or health information; performs ad hoc queries and provides customized reports; provides analysis for publication in professional articles or journals; provides SAS programming support to long-term data/statistical requests; executes data analyses using scientifically sound, state-of-the-art epidemiological methods.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: SAS Programmer (Epidemiologist Analyst) – Senior  
SIN: 541380  
Minimum/General Experience: A minimum of eight (8) years’ experience  
Functional Duties/Responsibility: Supports a variety of data requests to extract and conduct analysis on multiple data sources which contain project relevant biostatistical or health information; performs ad hoc queries and provides customized reports; provides analysis for publication in professional articles or journals; provides SAS programming support to long-term data/statistical requests; executes data analyses using scientifically sound, state-of-the-art epidemiological methods.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree
Job Title: SAS Programmer (Epidemiologist Analyst) – Expert
SIN: 541380
Minimum/General Experience: A minimum of twelve (12) years’ experience
Functional Duties/Responsibility: Supports a variety of data requests to extract and conduct analysis on multiple data sources which contain project relevant biostatistical or health information; performs ad hoc queries and provides customized reports; provides analysis for publication in professional articles or journals; provides SAS programming support to long-term data/statistical requests; executes data analyses using scientifically sound, state-of-the-art epidemiological methods.
Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: None
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: SAS Programmer (Epidemiologist Analyst) – Principal
SIN: 541380
Minimum/General Experience: A minimum of fifteen (15) years’ experience
Functional Duties/Responsibility: Supports a variety of data requests to extract and conduct analysis on multiple data sources which contain project relevant biostatistical or health information; performs ad hoc queries and provides customized reports; provides analysis for publication in professional articles or journals; provides SAS programming support to long-term data/statistical requests; executes data analyses using scientifically sound, state-of-the-art epidemiological methods.
Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: None
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: Senior Scientist
SINs: 541330ENG, 541380, and 541715
Minimum/General Experience: A minimum of fifteen (15) years’ experience
Functional Duties/Responsibility: Experience providing direct or consultant scientific support to major programs or system development efforts. Guides users in formulating requirements, advises alternative approaches, and conducts feasibility studies. Performs the functions of a technical expert in the relevant scientific field in support of major programs or system development. Applies scientific expertise in defining and resolving system issues, performing analysis, and developing plans and requirements in the subject-matter area for complex systems. Coordinates and manages the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems.
Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: Security Clearance
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: Senior Technical Trainer
SINs: 541330ENG, 541380, and 541715
Minimum/General Experience: A minimum of eight (8) years’ experience
Functional Duties/Responsibility: Conducts research necessary to develop and revise training courses and prepare appropriate training catalogs. Prepares all instructor materials (course outline, background material, and training aids). Prepares all student materials (course manuals, workbooks, handouts, completion certificates, and course critique forms). Trains personnel by conducting formal classroom courses, workshops, and seminars.
Minimum Education: Bachelor’s Degree
Required/Supplemental Certifications: Security Clearance
Substitution Methodology: 5 years’ experience = Bachelor’s Degree
Job Title: Software Developer/Programmer – Junior  
SIN: 54151S  
Minimum/General Experience: A minimum of three (3) years’ experience  
Functional Duties/Responsibility: Performs software engineering activities relative to the design, development, modification, testing and deployment of new & existing systems and software; utilizes agile development methodologies; creates or updates software to create/modify capabilities and functionality within the business solution to accommodate evolving workflows; understands and documents user requirements and develops software programs at the system or application level to meet defined requirements; tests software to ensure accuracy, quality, usability and requirements; coordinates with user issues and ensures they are resolved promptly; manages implementation of approved software into the client environment.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: Software Developer/Programmer – Mid  
SIN: 54151S  
Minimum/General Experience: A minimum of five (5) years’ experience  
Functional Duties/Responsibility: Performs software engineering activities relative to the design, development, modification, testing and deployment of new & existing systems and software; utilizes agile development methodologies; creates or updates software to create/modify capabilities and functionality within the business solution to accommodate evolving workflows; understands and documents user requirements and develops software programs at the system or application level to meet defined requirements; tests software to ensure accuracy, quality, usability and requirements; coordinates with user issues and ensures they are resolved promptly; manages implementation of approved software into the client environment.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: Software Developer/Programmer – Senior  
SIN: 54151S  
Minimum/General Experience: A minimum of eight (8) years’ experience  
Functional Duties/Responsibility: Performs software engineering activities relative to the design, development, modification, testing and deployment of new & existing systems and software; utilizes agile development methodologies; creates or updates software to create/modify capabilities and functionality within the business solution to accommodate evolving workflows; understands and documents user requirements and develops software programs at the system or application level to meet defined requirements; tests software to ensure accuracy, quality, usability and requirements; coordinates with user issues and ensures they are resolved promptly; manages implementation of approved software into the client environment.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree
Job Title: Software Developer/Programmer – Expert
SIN: 54151S
Minimum/General Experience: A minimum of twelve (12) years’ experience in engineering, computer science, or related engineering discipline.
Functional Duties/Responsibility: Interfaces with other team members and customers/users to collect requirements from the government leads and consumers of business data and applications; analyzes and studies complex system requirements; creates, reviews, analyzes, and modifies programming applications including developing, coding, testing, debugging and documenting programs; works with very broad and complex assignments under general guidance lending expertise and individual perspective in identifying and resolving complex scientific issues at the program/application and software code level; applies formal software development methodologies and off the shelf development and may include the design and development of other tools as needed; responsible for multiple projects and makes decisions affecting the activities of others.
Minimum Education: A Bachelor’s Degree
Required/Supplemental Certifications: None
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: Software Engineer
SIN: 54151S
Minimum/General Experience: A minimum of five (5) years’ experience
Functional Duties/Responsibility: Under minimal direction, provides specialized expertise within multiple systems, software disciplines, as well as general knowledge of related disciplines, applicationsimplications, and customer areas. Responsible for performing in-depth analysis and technical support of systems software products, including complex problem resolution, design, development, testing, operational integration, and user support. Assists in the planning and conversion for new hardware/software products. Maintains currency, debugs and configures related software products.
Provides operating systems planning and evaluation for performance analysis, capacity planning and hardware upgrades. Works from specifications to develop or modify operating systems applications. Assists with design, coding, benchmark testing, debugging and documentation of programs. Interfaces with other system support groups to resolve problems, setting standards and improving overall efficiency of the operating system. Designs, codes, tests and implements tools for operations automation. Works on most phases of software systems programming applications, and may require instruction and guidance in other phases.
Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: Security Clearance
Substitution Methodology: N/A

Job Title: Software Integrator III
SIN: 54151S
Minimum/General Experience: A minimum of five (5) years’ experience
Functional Duties/Responsibility: Responsible for translating the client’s business requirements into specific systems, applications or process designs for very large complex IT solutions and integrating architecture; acts as an advocate for the client as the ultimate authority on the architecture designed to address client business problems; plans, implements, tests, documents, and maintains enterprise-wide solutions to total system or subsystems using internally created and/or off the shelf products; analyzes and identifies all or part of a company's existing or new peripheral, network, and telecommunications systems requirements, taking into consideration the special technology needs; establishes functional and technical specifications and standards, solves hardware/software interface problems, defines input/output parameters, and ensures integration of the entire system or subsystem; provides direction for design activities.
Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: None
Substitution Methodology: 5 years’ experience = Bachelor’s Degree
Job Title: Software Integrator IV  
SIN: 54151S  
Minimum/General Experience: A minimum of eight (8) years’ experience  
Functional Duties/Responsibility: Responsible for translating the client’s business requirements into specific systems, applications or process designs for very large complex IT solutions and integrating architecture; acts as an advocate for the client as the ultimate authority on the architecture designed to address client business problems; plans, implements, tests, documents, and maintains enterprise-wide solutions to total system or subsystems using internally created and/or off the shelf products; analyzes and identifies all or part of a company’s existing or new peripheral, network, and telecommunications systems requirements, taking into consideration the special technology needs; establishes functional and technical specifications and standards, solves hardware/software interface problems, defines input/output parameters, and ensures integration of the entire system or subsystem; provides direction for design activities.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: Software Integrator V  
SIN: 54151S  
Minimum/General Experience: A minimum of twelve (12) years’ experience  
Functional Duties/Responsibility: Responsible for translating the client’s business requirements into specific systems, applications or process designs for very large complex IT solutions and integrating architecture; acts as an advocate for the client as the ultimate authority on the architecture designed to address client business problems; plans, implements, tests, documents, and maintains enterprise-wide solutions to total system or subsystems using internally created and/or off the shelf products; analyzes and identifies all or part of a company’s existing or new peripheral, network, and telecommunications systems requirements, taking into consideration the special technology needs; establishes functional and technical specifications and standards, solves hardware/software interface problems, defines input/output parameters, and ensures integration of the entire system or subsystem; provides direction for design activities.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: Subject Matter Expert – Cloud  
SIN: 54151S  
Minimum/General Experience: A minimum of fifteen (15) years’ experience  
Functional Duties/Responsibility: Provides IT-focused leadership in building and launching strategy to maximize the benefit of cloud infrastructure. Provides expertise in public and/or private cloud computing best practices and technology to drive cloud adoption. Assists development teams with designing new applications with a cloud native approach to align with the desired application architecture.  
Minimum Education: A Bachelor's Degree  
Required/Supplemental Certifications: None  
Substitution Methodology: 5 years’ experience = Bachelor’s Degree
**Job Title:** Subject Matter Expert – IT  
**SIN:** 54151S

**Minimum/General Experience:** A minimum of fifteen (15) years’ experience  
**Functional Duties/Responsibility:** Serves as a technical subject matter expert. Oversees the technical development efforts. Responsible for technical requirements, technical design, system/data architecture, as applicable. Provides knowledge and/or skills of a particular domain critical to the management, development and/or completion of the project.  
**Minimum Education:** A Bachelor's Degree  
**Required/Supplemental Certifications:** None  
**Substitution Methodology:** 5 years’ experience = Bachelor’s Degree

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**Job Title:** Subject Matter Expert III  
**SINs:** 541330ENG, 541380, and 541715  
**Minimum/General Experience:** A minimum of four (4) years’ experience  
**Functional Duties/Responsibility:** Provides technical and Managerial expert consultative support to a functional area of the project. Provide extremely high-level functional system development or analysis. Position incorporates the design, integration, documentation, implementation and analysis on exceptionally complex problems requiring extensive knowledge of the technical subject matter. Makes recommendations and advises on organization-wide systems improvements, optimization or maintenance efforts for a technical functional area which may include: Distributed System Development, Client-Server Development, Database Design and Development, Automated Geographic Information Systems, Integration Services, IT Strategic Planning, Systems Analysis and Needs Assessment, and Business Process Reengineering. Guides users in formulating requirements, advises alternative approaches, conducts feasibility studies.  
**Minimum Education:** A Bachelor's Degree  
**Required/Supplemental Certifications:** Security Clearance  
**Substitution Methodology:** 5 years’ experience = Bachelor’s Degree

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**Job Title:** Subject Matter Expert IV  
**SINs:** 541330ENG, 541380, and 541715  
**Minimum/General Experience:** A minimum of eight (8) years’ experience  
**Functional Duties/Responsibility:** Provides technical and Managerial expert consultative support to a functional area of the project. Provide extremely high-level functional system development or analysis. Position incorporates the design, integration, documentation, implementation and analysis on exceptionally complex problems requiring extensive knowledge of the technical subject matter. Makes recommendations and advises on organization-wide systems improvements, optimization or maintenance efforts for a technical functional area which may include: Distributed System Development, Client-Server Development, Database Design and Development, Automated Geographic Information Systems, Integration Services, IT Strategic Planning, Systems Analysis and Needs Assessment, and Business Process Reengineering. Guides users in formulating requirements, advises alternative approaches, conducts feasibility studies.  
**Minimum Education:** A Bachelor's Degree  
**Required/Supplemental Certifications:** Security Clearance  
**Substitution Methodology:** 5 years’ experience = Bachelor’s Degree
**Job Title:** Subject Matter Expert V  
**SINs:** 541330ENG, 541380, and 541715  
**Minimum/General Experience:** A minimum of twelve (12) years’ experience  
**Functional Duties/Responsibility:** Provides technical and Managerial expert consultative support to a functional area of the project. Provide extremely high-level functional system development or analysis. Position incorporates the design, integration, documentation, implementation and analysis on exceptionally complex problems requiring extensive knowledge of the technical subject matter. Makes recommendations and advises on organization-wide systems improvements, optimization or maintenance efforts for a technical functional area which may include: Distributed System Development, Client-Server Development, Database Design and Development, Automated Geographic Information Systems, Integration Services, IT Strategic Planning, Systems Analysis and Needs Assessment, and Business Process Reengineering. Leads users in formulating requirements, advises alternative approaches, conducts feasibility studies.  
**Minimum Education:** A Bachelor's Degree  
**Required/Supplemental Certifications:** Security Clearance  
**Substitution Methodology:** 5 years’ experience = Bachelor’s Degree

**Job Title:** Systems Analyst  
**SIN:** 54151S  
**Minimum/General Experience:** A minimum of four (4) years’ experience  
**Functional Duties/Responsibility:** Researches best practices, supports collection and analysis of data to detect trends, and makes recommendations. Develops and reviews business cases for IT investments. Supports IT portfolio management and governance of IT investments in accordance with customer policies and directives. Performs financial and business analysis, risk management and performance measurement, in support of capital planning for IT Investments.  
**Minimum Education:** A Bachelor's Degree  
**Required/Supplemental Certifications:** None  
**Substitution Methodology:** 5 years’ experience = Bachelor’s Degree

**Job Title:** Systems Architect  
**SIN:** 54151S  
**Minimum/General Experience:** A minimum of ten (10) years’ experience  
**Functional Duties/Responsibility:** Conducts compliance assessments by understanding IT business objectives, structure, policies and procedures, internal controls, and external regulations. Generates benchmarking datasets and conducts benchmarking and market research to identify performance gaps against industry standards. Identifies trends and patterns in datasets to determine performance drivers, and presents insights and recommendations based on the analysis to key stakeholders and decision-makers. Develops solutions based upon business objectives and requirements which match to current technology trends and capabilities.  
**Minimum Education:** A Bachelor's Degree  
**Required/Supplemental Certifications:** None  
**Substitution Methodology:** 5 years’ experience = Bachelor’s Degree
Job Title: Systems Engineer – Mid  
SIN: 54151S  
**Minimum/General Experience:** A minimum of five (5) years’ experience  
**Functional Duties/Responsibility:** Applies systems analysis and engineering techniques and procedures to developing complex information systems on multiple platforms and development environments; combines software, hardware, standards and engineering in the development of system architectures; performs standard engineering analysis, development and design work that requires engineering skill, creative ability, and independent judgment; may provide technical supervision to lower level engineers and technical staff; familiar with a variety of the field's concepts, practices, and procedures.  
**Minimum Education:** A Bachelor's Degree  
**Required/Supplemental Certifications:** None  
**Substitution Methodology:** 5 years’ experience = Bachelor’s Degree

Job Title: Systems Engineer – Senior  
SIN: 54151S  
**Minimum/General Experience:** A minimum of eight (8) years’ experience  
**Functional Duties/Responsibility:** Applies systems analysis and engineering techniques and procedures to developing complex information systems on multiple platforms and development environments; combines software, hardware, standards and engineering in the development of system architectures; performs standard engineering analysis, development and design work that requires considerable engineering skill, creative ability, and independent judgment; may provide technical supervision to lower level engineers and technical staff; familiar with a variety of the field's concepts, practices, and procedures.  
**Minimum Education:** A Bachelor's Degree  
**Required/Supplemental Certifications:** None  
**Substitution Methodology:** 5 years’ experience = Bachelor’s Degree

Job Title: Systems Engineer – Expert  
SIN: 54151S  
**Minimum/General Experience:** A minimum of twelve (12) years’ experience  
**Functional Duties/Responsibility:** Applies systems analysis and engineering techniques and procedures to developing complex information systems on multiple platforms and development environments; combines software, hardware, standards and engineering in the development of system architectures; performs standard engineering analysis, development and design work that requires considerable engineering skill, creative ability, and independent judgment; may provide technical supervision to lower level engineers and technical staff; familiar with a variety of the field's concepts, practices, and procedures.  
**Minimum Education:** A Bachelor's Degree  
**Required/Supplemental Certifications:** None  
**Substitution Methodology:** 5 years’ experience = Bachelor’s Degree

Job Title: Systems Engineer – Principal  
SIN: 54151S  
**Minimum/General Experience:** A minimum of fifteen (15) years’ experience  
**Functional Duties/Responsibility:** Applies systems analysis and engineering techniques and procedures to developing complex information systems on multiple platforms and development environments; combines software, hardware, standards and engineering in the development of system architectures; performs standard engineering analysis, development and design work that requires considerable engineering skill, creative ability, and independent judgment; may provide technical supervision to lower level engineers and technical staff; familiar with a variety of the field's concepts, practices, and procedures.  
**Minimum Education:** A Bachelor's Degree  
**Required/Supplemental Certifications:** None  
**Substitution Methodology:** 5 years’ experience = Bachelor’s Degree
Job Title: Test Engineer – Mid
SIN: 54151S
Minimum/General Experience: A minimum of three (3) years’ experience
Functional Duties/Responsibility: Performs software testing from module or unit testing through all levels of software integration testing. Provides test planning support to include test resources plans and test concepts. Writes software test plans in support of software design and requirements to ensure the integrity of test plans. Develops test procedures, scenario tests, bounds and exception testing, or test scripts in support of testing plans and procedures. Develops test data and predefines specific test acceptance criteria. Supports the software configuration management process and understands all software components and their interface requirements.
Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: None
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: Test Engineer – Senior
SIN: 54151S
Minimum/General Experience: A minimum of eight (8) years’ experience
Functional Duties/Responsibility: Performs software testing at all levels from module or unit testing through all levels of software integration testing. Provides test planning support to include test resources plans and test concepts. Writes software test plans in support of software design to ensure the integrity of test plans. Develops test procedures, scenario tests, bounds and exception testing, or test scripts in support of testing plans and procedures. Develops test data and predefines specific test acceptance criteria. Supports the software configuration management process and understands all software components and their interface requirements.
Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: None
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

Job Title: Test Engineer – Expert
SIN: 54151S
Minimum/General Experience: A minimum of twelve (12) years’ experience
Functional Duties/Responsibility: Performs software testing at all levels from module or unit testing through all levels of software integration testing. Provides test planning support to include test resources plans and test concepts. Writes software test plans in support of software design to ensure the integrity of test plans. Develops test procedures, scenario tests, bounds and exception testing, or test scripts in support of testing plans and procedures. Develops test data and predefines specific test acceptance criteria. Supports the software configuration management process and understands all software components and their interface requirements.
Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: None
Substitution Methodology: 5 years’ experience = Bachelor’s Degree
job title: test engineer – principal
SIN: 54151S
Minimum/General Experience: A minimum of fifteen (15) years’ experience
Functional Duties/Responsibility: Performs software testing at all levels from module or unit testing through all levels of software integration testing. Provides test planning support to include test resources plans and test concepts. Writes software test plans in support of software design to ensure the integrity of test plans. Develops test procedures, scenario tests, bounds and exception testing, or test scripts in support of testing plans and procedures. Develops test data and predefines specific test acceptance criteria. Supports the software configuration management process and understands all software components and their interface requirements.
Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: None
Substitution Methodology: 5 years’ experience = Bachelor’s Degree

job title: Test Specialist
SINs: 541330ENG, 541380, and 541715
Minimum/General Experience: A minimum of five (5) years’ experience
Functional Duties/Responsibility: Hands-on experience in direct execution of major efforts in the application of a number of techniques to demonstrate that a prototype system, program, project, or activity performs in accordance with the objectives outlined in the original design. Typical associated tasks include, but are not limited to, prototype development and first article testing, independent verification and validation, demonstration and validation, simulation and modeling, system safety, quality assurance, education and training, and physical testing of the product or system.
Minimum Education: A Bachelor's Degree
Required/Supplemental Certifications: Security Clearance
Substitution Methodology: 5 years’ experience = Bachelor’s Degree