ManTech

GENERAL SERVICES ADMINISTRATION
FEDERAL ACQUISITION SERVICE

Authorized Multiple Award Schedule 00CORP
Professional Services Schedule Pricelist

Contract Number
GS-10F-0054R

Contract Period of Performance
October 29, 2004 through October 28, 2019

Pricelist current through Modification CM-A475 dated January 3, 2016

ManTech SRS Technologies, Inc.
12015 Lee Jackson Hwy, Suite 310
Fairfax, VA 22033-3300
Attn: Jeromy Block
Tel: 703-218-6440
Fax: 703-814-4201
Large Business
http://www.mantech.com/

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

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SECTION I - SPECIAL ITEM NUMBERS (SINS)

SIN 899-1 ENVIRONMENTAL CONSULTING SERVICES

The services include, but are not limited to consultation in the areas of: Planning and Documentation Services for the development, planning, facilitation, coordination, and documentation of and/or for environmental initiatives (or mandates such as Executive Order 13693 in areas of chemical, radiological, and/or hazardous materials; ISO 14001 Environmental Management System (EMS) and sustainable performance measure development; Environmental Assessment (EA) and Environmental Impact Statement (EIS) preparation under the National Environmental Policy Act (NEPA); Endangered species, wetland, watershed, and other natural resource management plans; Archeological and/or cultural resource management plans; Environmental program and project management; Environmental regulation development; Climate change adaptation and resiliency planning and implementation support, including but not limited to, identifying climate risks and impacts; applying and interpreting climate and impact assessment model outputs; development and/or implementation of solutions to build climate resilience, reduce identified climate risks, and/or provide both climate change mitigation and adaptation benefits; climate decision support, risk management, and vulnerability assessments and analyses; and climate risk communications and training; Economic, technical and/or risk analysis; other environmentally related studies and/or consultations; Homeland Security solutions that include Biochemical protection; Crime prevention through environmental design surveys (CPTED); Economical, technical and/or risk analysis; Identification and mitigation of threats inclusive of protective measures to mitigate the threats; and Vulnerability assessments. Compliance Services such as review, audit, and implementation/management of EMS and other compliance and contingency plans and performance measures; Permitting; Spill prevention/control and countermeasure plans; Pollution prevention surveys; and Community Right to-Know Act reporting. Advisory Services for ongoing advice and assistance with data and information in support of agency environmental programs involving areas such as Hazardous material spills; Material safety data sheets (MSDS), Biological/medical data sheets; Information hotlines; Poison control hotlines; Environmental regulations and environmental policy/procedure updates; Management, furnishing, or inventory of MSDS. Waste Management Consulting Services to provide guidance in support of waste-related data collection, feasibility studies and risk analyses; Resource Conservation and Recovery Act/Comprehensive Environmental Response Compensation and Liability Act (RCRA/CERCLA) site investigations; Hazardous and/or non-hazardous exposure assessments; Waste characterization and source reduction studies; Review and recommendation of waste tracking or handling systems; Waste management plans and/or surveys; Waste minimization/pollution prevention initiatives; and Review of technologies and processes impacting waste management.

Note: Services involving only the consulting portion of environmental remediation efforts are included under this SIN. Any actual remediation efforts are performed under SIN 899-8.

SIN 899-1RC ENVIRONMENTAL CONSULTING SERVICES-RECOVERY PURCHASING

SIN 899-7 GEOGRAPHIC INFORMATION SERVICES (GIS)

Provides GIS services in support of environmental programs. Services include, but are not limited to: Creation/enforcement of environmental legislation; Cultural resource GIS (CRGIS); Environmental cost assessment; Environmental impact analyses; Environmental regulatory compliance; Groundwater monitoring; Growth forecast modeling; Habitat conservation plans; Habitat modeling; Image analysis support for emergency response; Mapping, Cartography, and Mashups (e.g., combining data from more than one source into a single integrated tool to include aerial mapping); Migration pattern analysis; Natural resource planning; Remote sensing for environmental studies; Terrestrial, marine, and/or atmospheric measuring/management; Vegetation mapping; and Watershed characterization for mitigation planning.

Note: The services offered under this SIN shall NOT include construction and architect-engineering services as set forth in FAR Part 36, including surveying and mapping services as defined under the Brooks Act of 1972 (Public Law 92-582, 40 U.S. 1102 et seq.).

SIN 899-7RC GEOGRAPHIC INFORMATION SERVICES (GIS)-RECOVERY PURCHASING

SECTION II - CUSTOMER INFORMATION

1a. Scope of Contract:

This contract shall only be used for the services listed. Inappropriate use of the contract for other than Environmental Services may subject the contractor/agency to penalties provided by statute and regulation.

Environmental Services	
SIN	**Title**
899-1/899-1RC	Environmental Consulting Services
899-7/899-7RC	Geographic Information Systems (GIS)

This contract shall only be used for the services listed. Inappropriate use of the contract for other than Environmental Services may subject the contractor/agency to penalties provided by statute and regulation.

1b. Hourly Labor Rates:

See Section III for current period pricing at both Government Site and ManTech SRS Site locations. See Section IV for associated labor category descriptions.

2. Maximum Order:

$1,000,000. Notwithstanding this limit, agencies may place and ManTech SRS may honor orders exceeding this limit in accordance with FAR 8.404. In accordance with the Maximum Order provisions contained in the Schedule, a delivery order may be placed against the schedule even though it exceeds the maximum order threshold. There is no maximum ceiling for any task order. This maximum order value is the suggested renegotiation point whereby agencies should seek additional concessions if orders exceed this amount. The contractor may 1) offer a new lower price, 2) offer the lowest price available under the contract, or 3) decline the order within five (5) days, with written notice stating the contractor's intent not to ship the item (or items) called for and the reason. Upon receiving this notice, the Government may acquire the supplies or services from another source. For purchase card orders exceeding the maximum order value, ManTech SRS will provide written notice within 24 hours after receipt if we intend to decline the order.

3. Minimum Order:

$100 unless ManTech SRS agrees to accept a smaller order amount. When the Government requires supplies or services by this contract in an amount less than $100, the Government is not obligated to purchase, nor is ManTech SRS obligated to furnish those supplies or services under the contract. However, if the Government places such orders, they shall be deemed accepted by ManTech SRS, unless returned to the ordering office within 5 workdays after receipt by ManTech SRS.

4. Geographic Coverage (Delivery Area):

All government locations within the scope of the contract The geographic scope of this contract is the 48 contiguous states, the District of Columbia, Alaska, Hawaii, the Commonwealth of Puerto Rico and all U.S. Government installations and/or agencies abroad.

5. Points of Production (City, County, and State or Foreign Country):

All items listed herein are domestic end products, from designated countries under the Trade Agreements Act or are U.S. made end products. Services under this

Schedule/price list are available at any client location within the geographic scope on a TDY or permanent basis.

6. **Discount from List Prices or Statement of Net Price:** Government net prices (discounts already deducted).

7. **Quantity Discounts:** ManTech SRS offers a 2% discount on all hourly labor rates for all orders in excess of $500,000 on SINs 899-1 and 899-7.

8. **Prompt Payment Terms:** Net 30 days.

9a. **Notification that Government Purchase Cards are Accepted Below Micro-Purchase Threshold:**
Government Commercial Credit Cards will be acceptable for payment. Contractors are required to accept the Government purchase card for payments equal to or less than the micro-purchase threshold for oral or written delivery orders.

9b. **Notification Whether Government Purchase Cards are Accepted or Not Accepted Above Micro-Purchase Threshold:**
Government purchase cards will be acceptable for payment above the micro-purchase threshold. In addition, bank account information for wire transfer payment will be shown on the invoice.

10. **Foreign Items:** None.

11a. **Time of Delivery:** Specified on the Task Order.

11b. **Expedited Delivery:** Contact ManTech SRS for inquiry.

11c. **Overnight and 2 Day Delivery:** Rates for overnight and 2 day delivery are available upon request.

11d. **Urgent Requirements:** Contact ManTech SRS for inquiry.

12. **F.O.B. Point:** Destination.

13a. **Ordering Address:**
ManTech SRS Technologies, Inc.
12015 Lee Jackson Highway, Fairfax, VA 22033
Attention: Jeromy Block
(703) 218-6440 Phone
(703) 814-4201 Fax

13b. **Ordering Procedures:**
For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs), and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).

14. Payment Address:
ManTech SRS Technologies, Inc.
c/o ManTech International Corporation
P.O. Box 822895
Philadelphia PA 19182-2895

15. Warranty Provision: Standard Commercial Warranty.

16. Export Packing Charges: Not Applicable.

17. Terms and Conditions of Government Purchase Card Acceptance:
Government Commercial Credit Cards will be acceptable for payment. Contractors are required to accept the Government purchase card for payments equal to or less than the micro-purchase threshold for oral or written delivery orders. Government purchase cards will be acceptable for payment above the micro-purchase threshold. In addition, bank account information for wire transfer payments will be shown on the invoice. Contact ManTech SRS for inquiry.

18. Terms and Conditions of Rental, Maintenance, and Repair: Not Applicable.

19. Terms and Conditions of Installation: Not Applicable.

20. Terms and Conditions of Repair Parts: Not Applicable.

20a. Terms and Conditions for Any Other Services: Not Applicable.

21. List of Service and Distribution Points: Not Applicable.

22. List of Participating Dealers: Not Applicable.

23. Preventive Maintenance: Not Applicable.

24a. Environmental Attributes:
ManTech SRS Technologies, Inc. recycles paper, plastic, aluminum and glass. We have no facilities or pollutants other than polyimide, which is carefully controlled within EPA guidance.

24b. Section 508 compliance: For information on section 508 compliance, contact ManTech SRS. EIT standards can be found at: www.Section508.gov/.

25. DUNS/TIN Numbers:
a. Data Universal Number System (DUNS) number: 06-618-3039
b. Taxpayer Identification Number: 952668010

26. Notification Regarding Registration in Central Contractor Registration (CCR) Database: ManTech SRS' CAGE Code is 4L958.

27. Types of Orders:
Both firm fixed-price and time and materials task orders are acceptable under this contract.

28. Security Requirements:

In the event security requirements are necessary, the ordering activities may incorporate in their delivery order(s), a security clause in accordance with current laws, regulations, and individual agency policy; however, the burden of administering the security requirements shall be with the ordering agency. If any costs are incurred as a result of the inclusion of security requirements, such costs will not exceed ten percent (10%) or $100,000, of the total dollar value of the order, whichever is less.

29. Contract Administration for Ordering Offices:

Any ordering office, with respect to any one or more delivery orders placed by it under this contract, may exercise the same rights of termination as might the GSA Contracting Officer under provisions of FAR 52.212-4, paragraphs (1) Termination for the Government's convenience, and (m) Termination for Cause (See C.1.).

30. Purchase of Incidental, Non-Schedule Items:

For administrative convenience, open market (non-contract) items may be added to a Federal Supply Schedule Blanket Purchase Agreement (BPA) or an individual order, provided that the items are clearly labeled as such on the order, all applicable regulations have been followed, and the price reasonableness has been determined by the ordering activity for the open market (non-contract) items.

31. Subcontractors:

Subcontractors are to be included on task orders under the schedule price list labor categories and rates when possible. Upon the approval of the ordering agency, subcontractors may be included as off-schedule costs if their services are not suitable under the contract labor categories as listed herein.

32. Travel & Other Direct Costs (ODCs):

For travel and ODC's costs, ManTech SRS will follow the Federal Travel Regulations or Joint Travel Regulations, as applicable. As documented within ManTech's disclosure statement for each Business Unit, ManTech SRS will apply applicable indirect rates to travel and/or ODC costs per our disclosure statements.

33. Differentials/Allowances:

The rates included herein do not include Cost of Living Allowances or Site Differentials, nor do they include Housing or Relocation Costs. These costs, to include overtime pay and shift differentials shall be negotiated separately on a case-by-case basis with the ordering agencies. Additionally, the rates do not include Hazardous Duty Pay or Sea Duty/Isolated Duty. These costs shall also be negotiated separately on a case-by case-basis with the ordering agencies.

34. Overtime:

ManTech SRS observes all overtime pay requirements of the Fair Labor Standards Act of 1938, as amended. Thus all employees who are subject to the law's wage and hour provisions (that is "non-exempt" employees, such as administrative personnel and certain technicians) will receive compensation for approved overtime in accordance with those provisions. In states that have established other overtime standards, applicable legal requirements will be observed.

35. Defense Priorities and Allocations System Requirements:

For task orders issued under this schedule, ManTech SRS recognizes the Defense Priorities and Allocations System Requirements regulation, reference DFAR 252.211-15.

36. Liability for Injury or Damage:

The Contractor shall not be liable for any injury to Government personnel or damage to Government property arising from the use of equipment maintained by the Contractor, unless such injury or damage is due to the fault or negligence of the Contractor.

37. Industrial Funding Fee:

The Industrial Funding Fee is included in the labor rates and the products awarded under this Schedule. The IFF does not apply to off-schedule items such as travel, materials, and other direct costs.

38. Service Contract Act:

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

WD Number 2005-2103, Revision#13, dated 19 June 2013

SCA Matrix GS-10F-0054R		
SCA Eligible Contract Labor Category	**SCA Equivalent Code - Title**	**WD Number**
GIS Specialist	30062 Drafter/CAD Operator II	2005-2103
Sr. GIS Specialist	30063 Drafter/CAD Operator III	2005-2103
Env Technical Assistant I	01311 Secretary I	2005-2103
Office Administrator	01312 Secretary II	2005-2103
Sr. Office Assistant	01311 Secretary I	2005-2103
Office Assistant	01111 General Clerk I	2005-2103

SECTION III - LABOR RATES

Environmental Services Labor Rates-Government Site

Labor Category	Hourly Rate 10/29/14-10/28/15	Hourly Rate 10/29/15-10/28/16	Hourly Rate 10/29/16-10/28/17	Hourly Rate 10/29/17-10/28/18	Hourly Rate 10/29/18-10/28/19
Sr Env General Manager (GM II)	$203.13	$206.99	$210.92	$214.93	$219.01
Sr Env General Manager (GM I)	$191.06	$194.69	$198.39	$202.16	$206.00
Sr Env Tech Director II	$153.95	$156.88	$159.86	$162.89	$165.99
Sr Env Tech Director I	$136.35	$138.94	$141.58	$144.27	$147.01
Env Program Director II	$128.71	$131.16	$133.65	$136.19	$138.78
Env Program Director I	$120.59	$122.89	$125.22	$127.60	$130.02
Env Program Mgr II	$109.93	$112.02	$114.15	$116.32	$118.53
Env Program Mgr I	$99.93	$101.83	$103.76	$105.74	$107.75
Env Assistant Program Mgr	$96.13	$97.95	$99.81	$101.71	$103.64
Env Project Leader II	$100.17	$102.07	$104.01	$105.99	$108.00
Env Project Leader I	$95.84	$97.66	$99.51	$101.40	$103.33
Sr Env Regulatory Specialist	$124.68	$127.05	$129.47	$131.93	$134.43
Env Subject Matter Expert II	$121.87	$124.19	$126.55	$128.95	$131.40
Env Subject Matter Expert I	$115.73	$117.93	$120.17	$122.45	$124.78
Sr Env Subject Matter Specialist	$108.27	$110.33	$112.42	$114.56	$116.73
En Subject Matter Specialist II	$100.76	$102.67	$104.62	$106.61	$108.64
Env Subject Matter Specialist I	$92.97	$94.74	$96.54	$98.37	$100.24
Sr Env Engineering Specialist	$125.85	$128.24	$130.67	$133.16	$135.69
Env Engineering Specialist II	$110.55	$112.65	$114.79	$116.97	$119.20
Env Engineering Specialist I	$105.98	$107.99	$110.04	$112.13	$114.26
Sr Env Engineer	$96.81	$98.64	$100.52	$102.43	$104.37
Env Engineer III	$84.10	$85.70	$87.32	$88.98	$90.67
Env Engineer II	$69.58	$70.90	$72.25	$73.62	$75.02
Env Engineer I	$60.94	$62.09	$63.27	$64.48	$65.70
Sr Env Scientist	$90.77	$92.50	$94.25	$96.05	$97.87
Principal Scientist II	$83.29	$84.88	$86.49	$88.13	$89.81
Principal Scientist I	$76.95	$78.42	$79.91	$81.43	$82.97
Env Scientist III	$70.07	$71.40	$72.75	$74.14	$75.55
Env Scientist II	$59.60	$60.73	$61.89	$63.06	$64.26
Env Scientist I	$47.69	$48.60	$49.52	$50.46	$51.42
Assoc Env Scientist	$39.74	$40.50	$41.27	$42.05	$42.85
Sr GIS Specialist	$111.92	$114.04	$116.21	$118.42	$120.67
GIS Specialist	$94.23	$96.02	$97.84	$99.70	$101.60
Env Information Specialist	$81.31	$82.86	$84.43	$86.04	$87.67
Computer Scientist / Programmer	$94.58	$96.38	$98.21	$100.08	$101.98
Computer Network / Systems Analyst	$63.98	$65.20	$66.44	$67.70	$68.99
Technical Editor	$52.99	$53.99	$55.02	$56.07	$57.13
Graphic Artist	$57.90	$59.00	$60.12	$61.26	$62.43
Sr Ev Technician	$80.92	$82.46	$84.02	$85.62	$87.25
Env Technician II	$66.24	$67.49	$68.78	$70.08	$71.41
Env Technician I	$53.50	$54.51	$55.55	$56.61	$57.68
Assoc Env Technician	$39.74	$40.50	$41.27	$42.05	$42.85

Labor Category	Hourly Rate 10/29/14-10/28/15	Hourly Rate 10/29/15-10/28/16	Hourly Rate 10/29/16-10/28/17	Hourly Rate 10/29/17-10/28/18	Hourly Rate 10/29/18-10/28/19
Certified Industrial Hygienist (CIP)	$76.43	$77.88	$79.36	$80.86	$82.40
Industrial Hygienist	$53.50	$54.51	$55.55	$56.61	$57.68
Env Technical Assistant II	$56.28	$57.35	$58.44	$59.55	$60.68
Env Technical Assistant I SCA	$49.00	$49.93	$50.88	$51.85	$52.84
Env Principal Instructor	$56.22	$57.29	$58.37	$59.48	$60.61
Office Administrator SCA	$57.33	$58.42	$59.53	$60.66	$61.81
Sr Office Assistant SCA	$42.49	$43.30	$44.12	$44.96	$45.81
Office Assistant SCA	$29.14	$29.70	$30.26	$30.84	$31.42

Environmental Services Labor Rates-ManTech SRS Site

Labor Category	Hourly Rate 10/29/14-10/28/15	Hourly Rate 10/29/15-10/28/16	Hourly Rate 10/29/16-10/28/17	Hourly Rate 10/29/17-10/28/18	Hourly Rate 10/29/18-10/28/19
Sr Env General Manager (GM II)	$275.21	$280.44	$285.76	$291.19	$296.73
Sr Env General Manager (GM I)	$258.86	$263.77	$268.79	$273.89	$279.10
Sr Env Tech Director II	$208.57	$212.54	$216.57	$220.69	$224.88
Sr Env Tech Director I	$184.73	$188.24	$191.81	$195.46	$199.17
Env Program Director II	$174.38	$177.70	$181.07	$184.51	$188.02
Env Program Director I	$163.32	$166.43	$169.59	$172.81	$176.09
Env Program Mgr II	$148.94	$151.77	$154.65	$157.59	$160.59
Env Program Mgr I	$135.38	$137.96	$140.58	$143.25	$145.97
Env Assistant Program Mgr	$130.24	$132.71	$135.23	$137.80	$140.42
Env Project Leader II	$135.72	$138.30	$140.93	$143.60	$146.33
Env Project Leader I	$129.84	$132.31	$134.82	$137.38	$139.99
Sr Env Regulatory Specialist	$168.92	$172.13	$175.40	$178.73	$182.13
Env Subject Matter Expert II	$165.12	$168.26	$171.45	$174.71	$178.03
Env Subject Matter Expert I	$156.78	$159.76	$162.80	$165.89	$169.04
Sr Env Subject Matter Specialist	$146.67	$149.46	$152.30	$155.20	$158.14
En Subject Matter Specialist II	$136.51	$139.10	$141.74	$144.43	$147.18
Env Subject Matter Specialist I	$125.98	$128.37	$130.81	$133.30	$135.83
Sr Env Engineering Specialist	$170.50	$173.74	$177.04	$180.40	$183.83
Env Engineering Specialist II	$149.79	$152.64	$155.54	$158.49	$161.51
Env Engineering Specialist I	$143.58	$146.31	$149.08	$151.92	$154.80
Sr Env Engineer	$131.17	$133.66	$136.20	$138.79	$141.42
Env Engineer III	$113.93	$116.10	$118.31	$120.55	$122.84
Env Engineer II	$94.26	$96.05	$97.87	$99.73	$101.63
Env Engineer I	$82.55	$84.12	$85.72	$87.34	$89.00
Sr Env Scientist	$122.97	$125.31	$127.69	$130.12	$132.59
Principal Scientist II	$112.85	$115.00	$117.18	$119.41	$121.68
Principal Scientist I	$104.26	$106.25	$108.26	$110.32	$112.42
Env Scientist III	$94.92	$96.72	$98.56	$100.43	$102.34
Env Scientist II	$80.40	$81.93	$83.48	$85.07	$86.69
Env Scientist I	$64.60	$65.83	$67.08	$68.36	$69.66
Assoc Env Scientist	$53.84	$54.87	$55.91	$56.97	$58.05
Sr GIS Specialist	$151.62	$154.50	$157.44	$160.43	$163.48
GIS Specialist	$127.66	$130.09	$132.56	$135.08	$137.64
Env Information Specialist	$110.16	$112.26	$114.39	$116.56	$118.78
Computer Scientist / Programmer	$128.14	$130.57	$133.05	$135.58	$138.16
Computer Network / Systems Analyst	$86.69	$88.33	$90.01	$91.72	$93.46
Technical Editor	$71.78	$73.14	$74.53	$75.95	$77.39
Graphic Artist	$78.45	$79.94	$81.46	$83.01	$84.59
Sr Ev Technician	$109.63	$111.72	$113.84	$116.00	$118.21
Env Technician II	$89.73	$91.44	$93.18	$94.95	$96.75
Env Technician I	$72.47	$73.85	$75.25	$76.68	$78.14
Assoc Env Technician	$53.84	$54.87	$55.91	$56.97	$58.05

Labor Category	Hourly Rate 10/29/14-10/28/15	Hourly Rate 10/29/15-10/28/16	Hourly Rate 10/29/16-10/28/17	Hourly Rate 10/29/17-10/28/18	Hourly Rate 10/29/18-10/28/19
Certified Industrial Hygienist (CIP)	$103.55	$105.52	$107.52	$109.57	$111.65
Industrial Hygienist	$72.49	$73.87	$75.27	$76.70	$78.16
Env Technical Assistant II	$76.26	$77.71	$79.19	$80.69	$82.23
Env Technical Assistant I SCA	$66.40	$67.66	$68.95	$70.26	$71.59
Env Principal Instructor	$76.17	$77.62	$79.09	$80.59	$82.13
Office Administrator SCA	$77.67	$79.14	$80.65	$82.18	$83.74
Sr Office Assistant SCA	$57.57	$58.67	$59.78	$60.92	$62.08
Office Assistant SCA	$39.49	$40.24	$41.00	$41.78	$42.57

SECTION IV - LABOR CATEGORIES

DESCRIPTIONS AND QUALIFICATIONS

ManTech is proposing the following labor categories and associated qualifications for Environmental services for all SINs under this contract. All categories may be subject to the requirement of a government security investigation and may need to meet eligibility requirements for access to classified information.

The following education and experience substitutions apply to all labor categories: one year of additional education equates to 1.5 years of experience or 1.5 years of additional experience equates to one year of education. The following guidelines are provided:
• Associate Degree = High School plus 3 years directly related experience.

• Bachelor's Degree = Associate Degree plus 3 years directly related experience. High School Degree cannot be used as an equivalency when Education lists Bachelor's degree.

• Masters Degree = Associates Degree plus 6 years directly related experience, or Bachelor's Degree plus 3 years directly related experience. High School Degree cannot be used as an equivalency when Education lists Master's degree.

For example, for a position that requires a Bachelor's degree plus 10 years experience, possible equivalents could include Associate's plus 13 years, or Master's plus 7 years.

1	**Sr. Environmental General Manager (GM) II**
Duties/ Responsibilities	Directs, manages and controls $3.0M or larger division business operations. Establishes monitors and oversees the attainment of division goals and objectives. In coordination with division vice president, directors and managers, reviews and evaluates personnel, facilities and equipment, management and security activities. Establishes and maintains relationships with clients and contractors in new business development, contract administration, analysis and management. Oversees and initiates marketing and strategic planning programs. Directs division's capital, human resources and technical resources. Develops, oversees and evaluates senior management and technical staff. Participates in corporate-wide decision-making, business management and strategy development. Provides management and technical direction to environmental program managers or other program or project personnel.
Experience	Extensive and progressively responsible business and systems management experience.
Education	Bachelor's degree w/ 18 years experience
2	**Sr. Environmental General Manager (GM) I**
Duties/ Responsibilities	Directs, manages and controls smaller than $3.0M division business operations. Establishes monitors and oversees the attainment of division goals and objectives. In coordination with division vice president, directors and managers, reviews and evaluates personnel, facilities and equipment, management and security activities. Establishes and maintains relationships with clients and contractors in new business development, contract administration, analysis and management. Oversees and initiates marketing and strategic planning programs. Directs division's capital, human resources and technical resources. Develops, oversees and evaluates senior management and technical staff. Participates in corporate-wide decision-making, business management and strategy development. Provides management and technical direction to environmental program managers or other program or project personnel.

Experience	Extensive and progressively responsible business and systems management experience.
Education	Bachelor's degree w/ 16 years experience
3	**Sr. Environmental Tech Director II**
Duties/ Responsibilities	Organizes, manages and evaluates $1.0M or larger division programs, contracts and business operations, including sales, marketing, engineering, budgeting and general administration activities. Develops sales, profitability and booking objectives. Monitors changes in defense strategies and systems acquisition policies and procedures. Selects and evaluates management and technical personnel. Directs total contract and overhead budgets. Prepares and analyzes major program evaluation reports. Analyzes feasibility of new engineering requirements given cost standards, government regulations and contract requirements. Negotiates contractor and subcontractor business agreements. Initiates relationships with clients, contractors and subcontractors. Creates marketing and sales plans and strategies. Attends and makes presentations at major program meetings and technical reviews.
Experience	Extensive and progressively responsible business development, sales and marketing, and research and development experience.
Education	Bachelor's degree w/ 14 years experience (a Bachelor's degree is required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)
4	**Sr. Environmental Tech Director I**
Duties/ Responsibilities	Organizes, manages and evaluates smaller than $1.0M division programs, contracts and business operations, including sales, marketing, engineering, budgeting and general administration activities. Develops sales, profitability and booking objectives. Monitors changes in defense strategies and systems acquisition policies and procedures. Selects and evaluates management and technical personnel. Directs total contract and overhead budgets. Prepares and analyzes major program evaluation reports. Analyzes feasibility of new engineering requirements given cost standards, government regulations and contract requirements. Negotiates contractor and subcontractor business agreements. Initiates relationships with clients, contractors and subcontractors. Creates marketing and sales plans and strategies. Attends and makes presentations at major program meetings and technical reviews.
Experience	Extensive and progressively responsible business development, sales and marketing, and research and development experience.
Education	Bachelor's degree w/ 12 years experience (a Bachelor's degree is required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)
5	**Environmental Program Director II**
Duties/ Responsibilities	Assists Senior Environmental Technical Director in developing $0.5M or larger division programs, including planning, organizing, administering, controlling and evaluating program control activities. Initiates and markets company programs and services to intergovernmental representatives. Develops, coordinates and presents new business development proposals and contract development efforts. Advises senior management, professional staff, contractors, sub-contractors and customer representatives concerning program management design, concepts and requirements through interim progress reviews, team coordination meetings and teleconferences. Plans, oversees and approves personnel and

	resource allocations. Oversees updates and approves subcontract funding and cost summaries. Reviews, evaluates and approves work plans, work statements, cost summaries and task management plans. Analyzes, negotiates and resolves problems concerning work scope, delivery, costing and level of commitment. Prepares monitors and approves meeting summaries, progress reports and program updates.
Experience	Broad and progressively responsible experience in systems development and acquisition, program management, line management and contracts administration.
Education	Bachelor's degree w/ 10 years experience (a Bachelor's degree is required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)
6	**Environmental Program Director I**
Duties/ Responsibilities	Assists Senior Environmental Technical Director in developing division programs smaller than $0.5M, including planning, organizing, administering, controlling and evaluating program control activities. Initiates and markets company programs and services to intergovernmental representatives. Develops, coordinates and presents new business development proposals and contract development efforts. Advises senior management, professional staff, contractors, sub-contractors and customer representatives concerning program management design, concepts and requirements through interim progress reviews, team coordination meetings and teleconferences. Plans, oversees and approves personnel and resource allocations. Oversees updates and approves subcontract funding and cost summaries. Reviews, evaluates and approves work plans, work statements, cost summaries and task management plans. Analyzes, negotiates and resolves problems concerning work scope, delivery, costing and level of commitment. Prepares monitors and approves meeting summaries, progress reports and program updates.
Experience	Broad and progressively responsible experience in systems development and acquisition, program management, line management and contracts administration.
Education	Bachelor's degree w/ 8 years experience (a Bachelor's degree is required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)
7	**Environmental Program Mgr II**
Duties/ Responsibilities	Responsible for all aspects of program performance. Provides overall direction to all project level activities and personnel. Solves complex technical, administrative, and managerial problems and is responsible for interfacing with customer management and technical personnel. Directs business planning efforts for engineering programs. Prepares and oversees program development proposals in response to customer requests and internal recommendations. Develops plans, organizes, coordinates and allocates staffing resources to contracted task plans and sub-task plans given contract work statements and written or verbal customer directions and other contract commitments. Selects, directs, supervises, trains, monitors and evaluates program personnel and work performance of project managers and task leaders. Regularly exercises independent judgment as well as a high level of analytical skill in solving complex and unusual technical, administrative, and managerial problems. Provides technical oversight as needed. Researches and analyzes performance data and prepares company and program progress reports. Organizes, conducts

	and attends progress meetings, briefings, performance reviews with customer representatives and project team members.
Experience	Broad and progressively responsible experience in systems development and acquisition, program management, line management and contracts administration.
Education	Bachelor's degree w/ 6 years experience (a Bachelor's degree is required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)
8	**Environmental Program Mgr I**
Duties/ Responsibilities	Responsible for all aspects of program performance. Provides overall direction to all project level activities and personnel. Solves complex technical, administrative, and managerial problems and is responsible for interfacing with customer management and technical personnel. Directs business planning efforts for engineering programs. Prepares and oversees program development proposals in response to customer requests and internal recommendations. Develops plans, organizes, coordinates and allocates staffing resources to contracted task plans and sub-task plans given contract work statements and written or verbal customer directions and other contract commitments. Selects, directs, supervises, trains, monitors and evaluates program personnel and work performance of project managers and task leaders. Regularly exercises independent judgment as well as a high level of analytical skill in solving complex and unusual technical, administrative, and managerial problems. Provides technical oversight as needed. Researches and analyzes performance data and prepares company and program progress reports. Organizes, conducts and attends progress meetings, briefings, performance reviews with customer representatives and project team members.
Experience	Broad and progressively responsible experience in systems development and acquisition, program management, line management and contracts administration.
Education	Bachelor's degree w/ 4 years experience (a Bachelor's degree is required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)
9	**Environmental Assistant Program Mgr**
Duties/ Responsibilities	Assists Program Manager in execution and evaluation of program performance. Prepares program development proposals in support of Program Manager. Trains, monitors and evaluates program personnel and work performance of project managers and task leaders. Provides technical oversight as needed. Researches and analyzes performance data and prepares company and program progress reports. Organizes, conducts and attends progress meetings, briefings, performance reviews with customer representatives and project team members.
Experience	Specialized experience in areas such as project management, research and product development, systems acquisition and contracts administration.
Education	Bachelor's degree w/ 4 years experience (a Bachelor's degree is required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)
10	**Environmental Project Leader II**
Duties/ Responsibilities	Serves as the customer point of contact for project. Plans, organizes, and directs project to ensure that all contractual terms are completed in a timely and cost effective manner. Manages and controls funds and resource assignments for the project.

Experience	Specialized experience in areas such as project management, research and product development, systems acquisition and contracts administration.
Education	Bachelor's degree w/ 6 years experience
11	**Environmental Project Leader I**
Duties/ Responsibilities	Serves as the customer point of contact for project. Plans, organizes, and directs project to ensure that all contractual terms are completed in a timely and cost effective manner. Manages and controls funds and resource assignments for the project.
Experience	Specialized experience in areas such as project management, research and product development, systems acquisition and contracts administration.
Education	Bachelor's degree w/ 2 years experience
12	**Sr. Environmental Regulatory Specialist**
Duties/ Responsibilities	**Provides expert advice regarding applicable environmental laws**, regulations, and related documents; environmental and facility management systems and standards; audit practices, processes, and techniques; technical, scientific, and legal terms and concepts; and environmental science and technology. Independently performs analysis of alternative courses of action for planning, organizing, staffing, directing and controlling program functions. Provides options for developing organizational and procedural strategies for implementing new programs. Develops strategic and implementation plans and other mission-critical agency documents using knowledge of specific agency mission and goals. Evaluates Federal government plans, policies, organization, and implementation.
Experience	Extensive background with international, federal, state, regional and local regulations, their promolgation and case law interpretations.
Education	Master's degree w/ 14 years experience (a Bachelor's degree is minimum degree required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)
13	**Environmental Subject Matter Expert II**
Duties/ Responsibilities	Individuals are experts in their related fields and disciplines. Provides technical/scientific, managerial, and administrative direction for problem definition, requirements development, analysis, and implementation for complex environmental services. Develops requirements from a project's inception to conclusion in a subject matter area. Consults with client to define need or problem, conducts studies and surveys to obtain data, and analyzes data to advise on or recommend solutions. Assists other subject matter specialist, senior engineers or scientists with analysis, evaluation, and recommendations for improvements, changes, and solutions.
Experience	Extensive knowledge in specialized environmental technical functions.
Education	Master's degree w/ 18 years experience
14	**Environmental Subject Matter Expert I**
Duties/ Responsibilities	**Individuals are experts in their related fields and disciplines.** Provides technical/scientific, managerial, and administrative direction for problem definition, requirements development, analysis, and implementation for complex environmental services. Develops requirements from a project's inception to conclusion in a subject matter area. Consults with client to define need or problem, conducts studies and surveys to obtain data, and analyzes data to advise on or recommend solutions. Assists other subject matter specialist, senior engineers or scientists with analysis, evaluation, and recommendations for improvements, changes, and solutions.
Experience	Extensive knowledge in specialized environmental technical functions.

Education	Master's degree w/ 16 years experience
15	**Sr. Environmental Subject Matter Specialist**
Duties/ Responsibilities	Individuals are experts in their related fields and disciplines. Provides technical/scientific, managerial, and administrative direction for problem definition, requirements development, analysis, and implementation for complex environmental services. Develops requirements from a project's inception to conclusion in a subject matter area. Consults with client to define need or problem, conducts studies and surveys to obtain data, and analyzes data to advise on or recommend solutions. Assists other subject matter specialist, senior engineers or scientists with analysis, evaluation, and recommendations for improvements, changes, and solutions.
Experience	Extensive knowledge in specialized environmental technical functions.
Education	Master's degree w/ 14 years experience
16	**Environmental Subject Matter Specialist II**
Duties/ Responsibilities	Assists other senior engineers and scientist with analysis, evaluation, and recommendations for improvements, changes, and solutions. Performs detailed analytical work in the support of systems or organizations, including: data management, business management/program control, cost variance analysis, business process reengineering, analysis, planning, establishment of requirements, functional modeling, and development of procedures.
Experience	Extensive knowledge in specialized environmental technical functions.
Education	Master's degree w/ 10 years experience
17	**Environmental Subject Matter Specialist I**
Duties/ Responsibilities	Assists other senior engineers and scientist with analysis, evaluation, and recommendations for improvements, changes, and solutions. Performs detailed analytical work in the support of systems or organizations, including: data management, business management/program control, cost variance analysis, business process reengineering, analysis, planning, establishment of requirements, functional modeling, and development of procedures.
Experience	Extensive knowledge in specialized environmental technical functions.
Education	Master's degree w/ 8 years experience
18	**Sr. Environmental Engineering Specialist**
Duties/ Responsibilities	Technically competent in at least four of the following technical disciplines: environmental compliance, integrated environmental management systems (EMS), natural and cultural management systems, pollution prevention strategies, system engineering and design, system test and evaluation, software engineering and development, information security, network analysis, engineering, modeling and simulations, operational analysis, or vulnerability and systems effectiveness. Serves as liaison between clients and regulatory agencies. Fully functional knowledge of environmental laws, regulations, programs, policies and procedures.
Experience	12 years experience in the appropriate specialty area.
Education	Master's degree w/ 12 years experience (a Bachelor's degree is minimum degree required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)
19	**Environmental Engineering Specialist II**
Duties/ Responsibilities	Technically competent in at least four of the following technical disciplines: environmental compliance, integrated environmental management systems (EMS), natural and cultural management systems, pollution prevention

	strategies, system engineering and design, system test and evaluation, software engineering and development, information security, network analysis, engineering, modeling and simulations, operational analysis, or vulnerability and systems effectiveness. Serves as liaison between clients and regulatory agencies. Fully functional knowledge of environmental laws, regulations, programs, policies and procedures.
Experience	10 years experience in the appropriate specialty area.
Education	Bachelor's degree w/ 12 years experience (a Bachelor's degree is required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)
20	**Environmental Engineering Specialist I**
Duties/ Responsibilities	Technically competent in at least four of the following technical disciplines: environmental compliance, integrated environmental management systems (EMS), natural and cultural management systems, pollution prevention strategies, system engineering and design, system test and evaluation, software engineering and development, information security, network analysis, engineering, modeling and simulations, operational analysis, or vulnerability and systems effectiveness. Serves as liaison between clients and regulatory agencies. Fully functional knowledge of environmental laws, regulations, programs, policies and procedures.
Experience	8 years experience in the appropriate specialty area.
Education	Bachelor's degree w/ 10 years experience (a Bachelor's degree is required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)
21	**Sr. Env Engineer**
Duties/ Responsibilities	Technically competent in at least three of the following technical disciplines: environmental compliance, integrated environmental management systems (EMS), natural and cultural management systems, pollution prevention strategies, system engineering and design, system test and evaluation, software engineering and development, information security, network analysis, engineering, modeling and simulations, operational analysis, or vulnerability and systems effectiveness. Serves as liaison between clients and regulatory agencies. Fully functional knowledge of environmental laws, regulations, programs, policies and procedures.
Experience	6 years experience in the appropriate specialty area.
Education	Bachelor's degree w/ 8 years experience (a Bachelor's degree is required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)
22	**Environmental Engineer III**
Duties/ Responsibilities	Technically competent in at least two of the following technical disciplines: environmental compliance, integrated environmental management systems (EMS), natural and cultural management systems, pollution prevention strategies, system engineering and design, system test and evaluation, software engineering and development, information security, network analysis, engineering, modeling and simulations, operational analysis, or vulnerability and systems effectiveness. Extensive knowledge of environmental laws, regulations, programs, policies and procedures. Coordinates with federal, state, and local agencies. Reviews system specifications and impacts of operational requirements. Assesses modeling and simulation results.
Experience	4 years experience in the appropriate specialty area.

Education	Bachelor's degree w/ 6 years experience. (a Bachelor's degree is required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)
23	**Environmental Engineer II**
Duties/ Responsibilities	Technically competent in at least two of the following technical disciplines: environmental compliance, integrated environmental management systems (EMS), natural and cultural management systems, pollution prevention strategies, system engineering and design, system test and evaluation, software engineering and development, information security, network analysis, engineering, modeling and simulations, operational analysis, or vulnerability and systems effectiveness. Extensive knowledge of environmental laws, regulations, programs, policies and procedures. Coordinates with federal, state, and local agencies. Reviews system specifications and impacts of operational requirements. Assesses modeling and simulation results.
Experience	2 years experience in the appropriate specialty area.
Education	Bachelor's degree w/ 4 years experience. (a Bachelor's degree is required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)
24	**Environmental Engineer I**
Duties/ Responsibilities	Technically competent in at least two of the following technical disciplines: environmental compliance, integrated environmental management systems (EMS), natural and cultural management systems, pollution prevention strategies, system engineering and design, system test and evaluation, software engineering and development, information security, network analysis, engineering, modeling and simulations, operational analysis, or vulnerability and systems effectiveness. Extensive knowledge of environmental laws, regulations, programs, policies and procedures. Coordinates with federal, state, and local agencies. Reviews system specifications and impacts of operational requirements. Assesses modeling and simulation results.
Experience	2 years experience in the appropriate specialty area.
Education	Bachelor's degree w/ 2 years experience. (a Bachelor's degree is required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)

25	Sr. Environmental Scientist
Duties/ Responsibilities	Technically competent in at least four of the following technical disciplines: anthropology, archaeology, biology (botanist, terrestrial, aquatic, wildlife, marine, micro, fisheries, and wetlands), chemical sciences (inorganic, organic, analytical, and geochemical), ecological, environmental, geology, geography, hydrological, limnological, oceanographic, pharmacological, physics, soils, statistical, toxicological, water resources, and zoological sciences. Designs, evaluates and leads scientific, physical and mathematical analyses for advanced development programs. Advise on and/or perform research or other professional and scientific work. Develops mathematical models and designs computer software programs for analysis of engineering, scientific and biological systems problems. Responsible for design and oversight of field investigations, data interpretation, evaluation and design or mitigation actions, and report preparation. Develops and maintains quality assurance data to support analyses, and writes technical reports and papers for publication. Participates in peer reviews of programs, in workshops, and in conferences.
Experience	Considerable experience in physical, mathematical or scientific analysis, including computer modeling using advanced level software programming.
Education	Master's degree w/ 8 years experience (a Bachelor's degree is minimum degree required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)
26	**Principal Scientist II**
Duties/ Responsibilities	Technically competent in at least three of the following technical disciplines: anthropology, archaeology, biology (botanist, terrestrial, aquatic, wildlife, marine, micro, fisheries, and wetlands), chemical sciences (inorganic, organic, analytical, and geochemical), ecological, environmental, geology, geography, hydrological, limnological, oceanographic, pharmacological, physics, soils, statistical, toxicological, water resources, and zoological sciences. Designs, evaluates and leads scientific, physical and mathematical analyses for advanced development programs. Advise on and/or perform research or other professional and scientific work. Develops mathematical models and designs computer software programs for analysis of engineering, scientific and biological systems problems. Responsible for design and oversight of field investigations, data interpretation, evaluation and design or mitigation actions, and report preparation. Develops and maintains quality assurance data to support analyses, and writes technical reports and papers for publication. Participates in peer reviews of programs, in workshops, and in conferences.
Experience	Considerable experience in physical, mathematical or scientific analysis, including computer modeling using advanced level software programming.
Education	Master's degree w/ 6 years experience (a Bachelor's degree is minimum degree required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)
27	**Principal Scientist I**
Duties/ Responsibilities	Technically competent in at least three of the following technical disciplines: anthropology, archaeology, biology (botanist, terrestrial, aquatic, wildlife, marine, micro, fisheries, and wetlands), chemical sciences (inorganic, organic, analytical, and geochemical), ecological, environmental, geology, geography, hydrological, limnological, oceanographic, pharmacological, physics, soils, statistical, toxicological, water resources, and zoological

	sciences. Designs, evaluates and leads scientific, physical and mathematical analyses for advanced development programs. Advise on and/or perform research or other professional and scientific work. Develops mathematical models and designs computer software programs for analysis of engineering, scientific and biological systems problems. Responsible for design and oversight of field investigations, data interpretation, evaluation and design or mitigation actions, and report preparation. Develops and maintains quality assurance data to support analyses, and writes technical reports and papers for publication. Participates in peer reviews of programs, in workshops, and in conferences.
Experience	Considerable experience in physical, mathematical or scientific analysis, including computer modeling using advanced level software programming.
Education	Master's degree w/ 4 years experience (a Bachelor's degree is minimum degree required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)
28	**Environmental Scientist III**
Duties/ Responsibilities	Technically competent in at least two of the following technical disciplines: anthropology, archaeology, biology (botanist, terrestrial, aquatic, wildlife, marine, micro, fisheries, and wetlands), chemical sciences (inorganic, organic, analytical, and geochemical), ecological, environmental, geology, geography, hydrological, limnological, oceanographic, pharmacological, physics, soils, statistical, toxicological, water resources, and zoological sciences. Designs, evaluates and leads scientific, physical and mathematical analyses for advanced development programs. Advise on and/or perform research or other professional and scientific work. Develops mathematical models and designs computer software programs for analysis of engineering, scientific and biological systems problems. Responsible for design and oversight of field investigations, data interpretation, evaluation and design or mitigation actions, and report preparation. Develops and maintains quality assurance data to support analyses, and writes technical reports and papers for publication. Participates in peer reviews of programs, in workshops, and in conferences.
Experience	Thorough experience in physical, mathematical or scientific analysis, including considerable experience in computer modeling using advanced level software programming.
Education	Bachelor's degree w/ 4 years experience. (a Bachelor's degree is required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)
29	**Environmental Scientist II**
Duties/ Responsibilities	Technically competent in at least two of the following technical disciplines: anthropology, archaeology, biology (botanist, terrestrial, aquatic, wildlife, marine, micro, fisheries, and wetlands), chemical sciences (inorganic, organic, analytical, and geochemical), ecological, environmental, geology, geography, hydrological, limnological, oceanographic, pharmacological, physics, soils, statistical, toxicological, water resources, and zoological sciences. Designs, evaluates and leads scientific, physical and mathematical analyses for advanced development programs. Advise on and/or perform research or other professional and scientific work. Develops mathematical models and designs computer software programs for analysis of engineering, scientific and biological systems problems. Responsible for design and oversight of field investigations, data interpretation, evaluation and design or mitigation actions, and report preparation. Develops and

	maintains quality assurance data to support analyses, and writes technical reports and papers for publication. Participates in peer reviews of programs, in workshops, and in conferences.
Experience	Thorough experience in physical, mathematical or scientific analysis, including considerable experience in computer modeling using advanced level software programming.
Education	Bachelor's degree w/ 2 years experience. (a Bachelor's degree is required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)
30	**Environmental Scientist I**
Duties/ Responsibilities	Technically competent in at least two of the following technical disciplines: anthropology, archaeology, biology (botanist, terrestrial, aquatic, wildlife, marine, micro, fisheries, and wetlands), chemical sciences (inorganic, organic, analytical, and geochemical), ecological, environmental, geology, geography, hydrological, limnological, oceanographic, pharmacological, physics, soils, statistical, toxicological, water resources, and zoological sciences. Responsible for design and oversight of field investigations, data interpretation, evaluation and design or mitigation actions, and report preparation. Develops and maintains quality assurance data to support analyses; and writes technical reports and papers for publication. Researches, analyzes, and computes mathematical, physical and scientific data for integration into engineering reports and program summaries; performs extended mathematical computations; develops and applies formulas using computer software; develops computer-simulated models in calculating and testing performance assumptions. Participates in peer reviews of programs, in workshops, and in conferences.
Experience	Thorough experience in physical, mathematical or scientific analysis, including considerable experience in computer modeling using advanced level software programming.
Education	Bachelor's degree (a Bachelor's degree is required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)
31	**Assoc Env Scientist**
Duties/ Responsibilities	Technically competent in at least one of the following technical disciplines: anthropology, archaeology, biology (botanist, terrestrial, aquatic, wildlife, marine, micro, fisheries, and wetlands), chemical sciences (inorganic, organic, analytical, and geochemical), ecological, environmental, geology, geography, hydrological, limnological, oceanographic, pharmacological, physics, soils, statistical, toxicological, water resources, and zoological sciences. Compiles studies and summarizes mathematical, physical and scientific data from testing and evaluation reports. Prepares findings for supervisory reviews. Performs basic mathematical computations and applies computerized formulas to test and verify results. Compiles materials for summary reports and presentations.
Experience	None required (some applied scientific experience as a student intern or co-op student is desirable).
Education	Bachelor's degree
32	**Sr. GIS Specialist**
Duties/ Responsibilities	Operates computer-aided design (CAD) systems and software peripheral equipment to design, resize or modify architectural and engineering (A&E) drawings or geographical information system (GIS) layouts in support of environmental projects. Works closely with engineers and technician to

	deliver complex schematics and/or drawings that meet the specific needs of project.
Experience	4 years experience using CAD and/or GIS.
Education	Bachelor's degree w/ 4 years experience (a Bachelor's degree is required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)
33	**GIS Specialist**
Duties/ Responsibilities	Operates computer-aided design (CAD) systems and software peripheral equipment to design, resize or modify architectural and engineering (A&E) drawings or geographical information system (GIS) layouts in support of environmental projects. Works closely with engineers and technician to deliver complex schematics and/or drawings that meet the specific needs of project.
Experience	1 year experience using CAD and/or GIS.
Education	Bachelor's degree (a Bachelor's degree is required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)
34	**Environmental Information Specialist**
Duties/ Responsibilities	Provides computer information search and retrieval for environmental staff. Familiar with service desk procedures. Answer e-mail and phone queries on all aspects of production and distribution. Provides resource materials and literature searches for a wide variety of projects. Conducts research and production of bibliographies for clients and users. Provides information and resource materials for client projects, including regulations, chemical information, journal articles, and Government documents. Performs all necessary functions for support of the client library, including collection development and acquisitions; searching databases, the Web, and other electronic sources; answering reference questions; organizing; and publicizing new acquisitions to users.
Experience	Experience in web development, web-based search engines and electronic databases.
Education	Bachelor's degree w/ 2 years experience (a Bachelor's degree is required to fulfill this position. The Associates Degree equivalency language does not apply to this labor category)
35	**Computer Scientist/Programmer**
Duties/ Responsibilities	Develops and/or maintains operating systems, communications software, database packages, compilers, assemblers, and utility programs. Knowledgeable of government regulations, manuals, technical orders and standards as applied to the development of government systems. Modifies existing and creates special purpose software and ensures system efficiency and integrity. Analyzes systems requirements and design specifications. Develops block diagrams and logic flow charts. Translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including project plans, software program and user documentation. Enhances software to reduce operating time or improve efficiency.
Experience	Experience in analytical model development and mathematical programming. 4 years of programming experience in two programming languages including one higher order language.
Education	Bachelor's degree w/ 4 years experience

36	Computer Network/Systems Analyst
Duties/ Responsibilities	Performs hardware maintenance, computer and network installation, and testing support. Assesses and documents current site network configuration and user requirements. Designs and optimizes network topologies. Analyzes and develops new hardware requirements and prepares specification for hardware acquisitions. Prepares engineering plans and site installation technical design packages. Performs operational and modeling and simulation analysis.
Experience	Experience in the installation, testing and maintenance of systems.
Education	Bachelor's degree w/ 2 years experience
37	**Technical Editor**
Duties/ Responsibilities	Coordinates, prepares, proofreads and edits publications including proposals, reports, letters, articles, newsletters, brochures and marketing materials; analyzes materials for proper format, sentence structure, grammar, logic, continuity, ease of reading, and writing style. Works with professional, management and sponsoring personnel to determine communications needs, requirements and suggested changes. Monitors status of documents from rough draft to final copy. Maintains and updates resource library. Supervises graphics and publications support staff. Orders office supplies and maintains computer equipment and peripheral devices.
Experience	Considerable experience in writing and editing reports, proposals and publications is required.
Education	Bachelor's degree w/ 2 years experience
38	**Graphic Artist**
Duties/ Responsibilities	Organizes, lays out, prepares and revises technical illustration and graphics work. Prepares rough sketches and completes orthographic and perspective drawings. Operates computer graphics software programs to prepare and revise the format and type settings for graphs, charts, drawings, documents, block diagrams and schematics. Considers color, shading, format, perspective and other display enhancements given reproduction medium. Proofs work for visual appearance, completeness and accuracy. Performs art paste-up work. Duplicates finished masters and files finished documents.
Experience	Considerable experience or formal training in technical illustration and graphics work.
Education	Bachelor's degree
39	**Sr. Environmental Technician**
Duties/ Responsibilities	Performs all aspects of laboratory and fieldwork under the supervision of Scientists, Engineers or Project Managers including natural and cultural monitoring, sampling (soils, water, air, and solid waste), scientific investigations, construction inspection, surveying, systems maintenance, monitoring and validation testing, and information systems management directly related to engineering services, documentation, and engineering studies. Supports scientific and engineering staff in sampling and analysis services to support health and environmental protection or other client mission. Develops, writes, and edits material for reports, manuals, briefs, instruction books, catalogs and technical and administrative publications. Performs office and fieldwork with limited supervision.
Experience	Extensive experience in conducting tests and field investigations to obtain data for use by environmental, engineering, and scientific personnel.

Education	Bachelor's degree w/ 4 years experience
40	**Environmental Technician II**
Duties/ Responsibilities	Performs all aspects of laboratory and fieldwork under the supervision of Scientists, Engineers or Project Managers including natural and cultural monitoring, sampling (soils, water, air, and solid waste), scientific investigations, construction inspection, surveying, systems maintenance, monitoring and validation testing, and information systems management directly related to engineering services, documentation, and engineering studies. Supports scientific and engineering staff in sampling and analysis services to support health and environmental protection or other client mission. Develops, writes, and edits material for reports, manuals, briefs, instruction books, catalogs and technical and administrative publications. Performs office and fieldwork with limited supervision.
Experience	Extensive experience in conducting tests and field investigations to obtain data for use by environmental, engineering, and scientific personnel.
Education	Associate's degree w/ 4 years experience
41	**Environmental Technician I**
Duties/ Responsibilities	Performs all aspects of laboratory and fieldwork under the supervision of Scientists, Engineers or Project Managers including natural and cultural monitoring, sampling (soils, water, air, and solid waste), scientific investigations, construction inspection, surveying, systems maintenance, monitoring and validation testing, and information systems management directly related to engineering services, documentation, and engineering studies. Supports scientific and engineering staff in sampling and analysis services to support health and environmental protection or other client mission. Develops, writes, and edits material for reports, manuals, briefs, instruction books, catalogs and technical and administrative publications. Performs office and fieldwork with limited supervision.
Experience	Extensive experience in conducting tests and field investigations to obtain data for use by environmental, engineering, and scientific personnel.
Education	High school diploma or GED w/ 4 years exp
42	**Assoc Env Technician**
Duties/ Responsibilities	Performs all aspects of laboratory and fieldwork under the supervision of Scientists, Engineers or Project Managers including natural and cultural monitoring, sampling (soils, water, air, and solid waste), scientific investigations, construction inspection, surveying, systems maintenance, monitoring and validation testing, and information systems management directly related to engineering services, documentation, and engineering studies. Supports scientific and engineering staff in sampling and analysis services to support health and environmental protection or other client mission. Develops, writes, and edits material for reports, manuals, briefs, instruction books, catalogs and technical and administrative publications. Performs office and fieldwork with limited supervision.
Experience	None required (some applied scientific experience as a student intern or co-op student is desirable).
Education	High school diploma or GED w/ 2 years experience

43	Certified Industrial Hygienist (CIP)
Duties/ Responsibilities	Responsible for evaluating health and well being of workers in various work environments including the lab, the field, and the office. Holds a certification from the American Board of Industrial Hygiene. Competent in at least two of the following areas of specialization: basic science; biohazards; biostatistics and epidemiology; engineering controls; non-engineering controls; ergonomics; ethics and management; analytical chemistry; sampling, monitoring and instrumentation; noise and vibration; ionizing radiation; nonionizing radiation; regulations, standards, and guidelines; thermal and pressure stressors; toxicology; and general IH topics including community exposures, hazardous wastes, risk communication, indoor environmental quality, and others (unit operations, process safety, and confined spaces).
Experience	Experience in Industrial Hygiene compliance evaluations and management audits. Current certification from the American Board of Industrial Hygiene.
Education	Associate's degree w/ 8 years experience
44	**Industrial Hygienist**
Duties/ Responsibilities	Responsible for evaluating health and well being of workers in various work environments including the lab, the field, and the office. Holds a certification from the American Board of Industrial Hygiene. Competent in at least two of the following areas of specialization: basic science; biohazards; biostatistics and epidemiology; engineering controls; non-engineering controls; ergonomics; ethics and management; analytical chemistry; sampling, monitoring and instrumentation; noise and vibration; ionizing radiation; non-ionizing radiation; regulations, standards, and guidelines; thermal and pressure stressors; toxicology; and general IH topics including community exposures, hazardous wastes, risk communication, indoor environmental quality, and others (unit operations, process safety, and confined spaces).
Experience	Experience in Industrial Hygiene compliance evaluations and management audits.
Education	Associate's degree w/ 4 years experience
45	**Environmental Technical Assistant II**
Duties/ Responsibilities	Supports analysis and implementation of hardware and software systems requirements or researches. Summarizes and evaluates engineering data and prepares engineering and test reports for customer review. Arranges periodic management meetings for staff and customer representatives. Compiles materials for customer briefings and proposal presentations.
Experience	Experience in technical support, preferably involving environmental management.
Education	Bachelor's degree
46	**Environmental Technical Assistant I**
Duties/ Responsibilities	Performs technical and clerical tasks to support office, business, or administrative operations by maintaining records; receiving, preparing, or verifying documents; searching for and compiling information and data; and responding to routine requests with standard answers (by phone, in person, or by correspondence).
Experience	None required.
Education	Associates Degree

47	Environmental Principal Instructor
Duties/ Responsibilities	Provides individual and group instruction. Determines training goals and develops curriculum and determines appropriate instructional methods. Develops course materials. Administers and interprets tests and maintains students' records. Obtains supplies for class.
Experience	Experience in the design and presentation of safety or environmental training courses.
Education	Bachelor's degree w/ 4 years experience
48	**Office Administrator**
Duties/ Responsibilities	Updates, logs and distributes weekly status reports for managerial and task leader review. Formats, types, edits, reproduces and distributes documents. Verifies and reconciles purchase orders, imprest and travel orders, cost reports, profit and work order sheets prior to submission to Corporate Office. Administers facility overhead budgets and petty cash fund. Maintains resume files, performance evaluations and personnel records. Processes time cards, insurance forms and payroll records. Briefs employees as to personnel, security and benefit policies. Trains, assigns, coordinates, supervises and evaluates the work of office support staff. Drafts, types and distributes correspondence for office personnel including activity reports, project and variance reviews, proposals, graphic displays and working group materials. Administers office security establishes and maintains archive and office files. Receives, screens and routes calls to appropriate SRS personnel. Schedules conferences. Purchases and maintains office supplies and equipment inventory.
Experience	Thorough experience in office administration and secretarial work, preferably involving management of financial, contractual and personnel records.
Education	Bachelor's degree w/ 2 years experience
49	**Sr. Office Assistant**
Duties/ Responsibilities	Uses word processing programs to produce text and uncomplicated graphics. Type from copy or rough draft. Type's envelopes, mailing labels and forms as needed. Enters data into established and simple spreadsheets. Reviews material prepared for supervisor's approval for mathematical accuracy and proper spelling. Operates office machinery such as FAX machine, copier, calculator, telephone system, typewriter and word processor. Runs errands as needed. Sorts and files non-technical material that is partly classified or which is easily classified by simple subheadings or finer subheadings. Receives telephone calls and takes messages. Greets, screens and refers visitors. Prepares routine and non-technical draft correspondence in supervisor's name. Schedules and confirms with supervisor tentative appointments with given prior clearance. Arranges conferences and meetings. Assembles, collates and photocopies meeting materials as directed. Attends meetings and records proceedings. Arranges business travel for staff members from completed travel request form. Maintains departmental records such as timecards, office supplies and correspondence log. Reviews accuracy of accounting records and invoices. Makes and tracks purchases for office personnel.
Experience	Experience in office administration and secretarial work, preferably involving management of financial, contractual and personnel records.
Education	Bachelor's degree

50	Office Assistant
Duties/ Responsibilities	Answers incoming telephone calls, transfers callers and takes messages. Greets, screens and refers visitors to appropriate personnel. Types routine letters and memos; sorts and delivers incoming mail and documents including registered mail, certified mail and checks. Weighs, packages and applies postage to outgoing mail. Orders supplies for stockroom and kitchen. Contacts courier services to make special deliveries. Processes invoices and sorts and files various records. Makes calls to request maintenance and other services. Make travel arrangements as required.
Experience	None required (clerical work and public contact preferred).
Education	High school diploma or GED.