



U.S. General Services Administration
Federal Supply Services

**PROFESSIONAL ENGINEERING SERVICES
SCHEDULE 871
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST**

**CONTRACT NUMBER
GS-10F-0071U**

**CONTRACT PERIOD OF PERFORMANCE:
December 11, 2007 – December 10, 2012**

McCallie Associates, Inc.
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FAX: 402-291-8221
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Woman-Owned Small Business

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!, a menu-driven database system. The INTERNET address for GSA Advantage! is: <http://www.gsaadvantage.gov/>. For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at <http://www.fss.gsa.gov>.



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SPECIAL ITEM NUMBERS (SIN)

SIN 871-1 STRATEGIC PLANNING FOR TECHNOLOGY PROGRAMS/ACTIVITIES

Services required under this SIN involve the definition and interpretation of high-level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement. Typical associated tasks include, but are not limited to an analysis of mission, program goals and objectives, requirements analysis, organizational performance assessment, special studies and analysis, training, privatization and outsourcing.

SIN 871-2 CONCEPT DEVELOPMENT AND REQUIREMENTS ANALYSIS

Services required under this SIN involve abstract or concept studies and analysis, requirements definition, preliminary planning, the evaluation of alternative technical approaches and associated costs for the development or enhancement of high level general performance specifications of a system, project, mission or activity. Typical associated tasks include, but are not limited to requirements analysis, cost/cost-performance trade-off analysis, feasibility analysis, regulatory compliance support, technology conceptual designs, training, privatization and outsourcing.

SIN 871-3 SYSTEM DESIGN, ENGINEERING AND INTEGRATION

Services required under this SIN involve the translation of a system (or subsystem, program, project, activity) concept into a preliminary and detailed design (engineering plans and specifications), performing risk identification/analysis/mitigation, traceability, and then integrating the various components to produce a working prototype or model of the system. Typical associated tasks include, but are not limited to computer-aided design, design studies and analysis, high level detailed specification preparation, configuration management and document control, fabrication, assembly and simulation, modeling, training, privatization and outsourcing.

SIN 871-4 TEST AND EVALUATION

Services required under this SIN involve the application of various techniques demonstrating that a prototype system (subsystem, program, project or activity) performs in accordance with the objectives outlined in the original design. Typical associated tasks include, but are not limited testing of a prototype and first article(s) testing, environmental testing, independent verification and validation, reverse engineering, simulation and modeling (to test the feasibility of a concept), system safety, quality assurance, physical testing of the product or system, training, privatization and outsourcing.

SIN 871-5 INTEGRATED LOGISTICS SUPPORT

Services required under this SIN involves the analysis, planning and detailed design of all engineering specific logistics support including material goods, personnel, and operational maintenance and repair of systems throughout their life cycles. Typical associated tasks include, but are not limited to ergonomic/human performance analysis, feasibility analysis, logistics planning, requirements determination, policy standards/procedures development, long-term reliability and maintainability, training, privatization and outsourcing.

SIN 871-6 ACQUISITION AND LIFE CYCLE MANAGEMENT

Services required under this SIN involve all of the planning, budgetary, contract and systems/program management execution functions required to procure and/or produce, render



operational and provide life cycle support (maintenance, repair, supplies, engineering specific logistics) to technology-based systems, activities, subsystems, projects, etc. Typical associated tasks include, but are not limited to operation and maintenance, program/project management (including, but not limited to, construction management) technology transfer/insertion, training, privatization and outsourcing.

NOTE

Architect-Engineering (A/E) Services as that term is defined in [FAR 36.601-3](#) are excluded from the PES Schedule. If the agency’s statement of work, substantially or to a dominant extent, specifies performance or approval by a registered or licensed architect or engineer for services related to real property, the Brooks Architect-Engineers Act applies and such services must be procured in accordance with FAR Part 36. Use of this schedule for Brooks Act architectural or engineering services is not authorized.

CUSTOMER INFORMATION

1. Scope of Contract. McCallie labor categories apply to the following special item number(s).

SINs	SIN Description	Engineering Discipline
871-1	Strategic Planning for Technology Programs/Activity	Electrical
871-2	Concept Development and Requirements Analysis	Electrical
871-3	System Design, Engineering and Integration	Electrical
871-4	Test and Evaluation	Electrical
871-5	Integrated Logistics Support	Electrical
871-6	Acquisition and Life Cycle Management	Electrical

SINs	SIN Description	Engineering Discipline
871-1RC	Strategic Planning for Technology Programs/Activity	Electrical
871-2RC	Concept Development and Requirements Analysis	Electrical
871-3RC	System Design, Engineering and Integration	Electrical
871-4RC	Test and Evaluation	Electrical
871-5RC	Integrated Logistics Support	Electrical
871-6RC	Acquisition and Life Cycle Management	Electrical

2. Maximum order. \$750,000.00. However, customers may place and McCallie may honor an order exceeding the maximum order amount in accordance with FAR 8.405.

3. Minimum order. \$100.00.

4. Geographic coverage (delivery area). Domestic Only.

5. Point(s) of production. Services under this price list are available at any of the customer’s locations within the geographic coverage area.



6. Discount from list, prices or statement of net price. Listed pricing includes the Industrial funding fee.

7. Quantity discounts. None.

8. Prompt payment terms. None, Net 30.

9. Notification of Government purchase cards acceptance

a. Notification that Government purchase cards are accepted at or below the micro-purchase threshold. Yes.

b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold. Not accepted.

10. Foreign items. Not Applicable.

11. Deliveries

a. Time of delivery. Per Task Order.

b. Expedited Delivery. Not Applicable.

c. Overnight and 2-day delivery. Not Available.

d. Urgent Requirements. Per Task Order.

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

13 Ordering.

a. Ordering address.

McCallie Associates, Inc
3906 Raynor Parkway, Ste 200
Bellevue, NE 68123
Attn: Sales
gsaservices@mccallie.com
Phone: (402) 291-2203
Fax: (402) 291-8221

b. Ordering procedures: The ordering procedures can be found on <http://www.gsa.gov>. Select "GSA Schedules" from the menu and then select "For Customers – Ordering from Schedules" from the left hand menu.

14. Payment address

McCallie Associates, Inc.
3906 Raynor Parkway, Ste 200
Bellevue, NE 68123
ATTN: Kathie Young



- 15. **Warranty provision.** Not applicable.
- 16. **Export packing charges.** Not applicable.
- 17. **Terms and conditions of Government purchase card acceptance.** Government Credit Cards will be accepted for payment; but not for payment above the micro-purchase threshold. Bank account information for wire transfer payments will be shown on the invoice.
- 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 indicating date of parts price lists and any discounts from list prices.** Not applicable.
 - a. **Terms and conditions for any other services.** Not applicable.
- 21. **List of service and distribution points (if applicable).** Not applicable.
- 22. **List of participating dealers.** Not applicable.
- 23. **Preventive maintenance.** Not applicable.
- 24. **Special attributes.** Not applicable
- 25. **Data Universal Number System (DUNS) number.** 113166136
- 26. **Notification regarding registration in Central Contractor Registration (CCR) database.** McCallie is registered in the CCR, Cage Code 8X045.



LABOR RATES

		GSA GOVERNMENT SITE PES RATE SUMMARY				
CLIN	TITLE	11 Dec 2007 - 10 Dec 2008	11 Dec 2008 - 10 Dec 2009	11 Dec 2009 - 10 Dec 2010	11 Dec 2010 - 10 Dec 2011	11 Dec 2011 - 10 Dec 2012
1	Technician I	\$37.53	\$39.03	\$40.59	\$42.21	\$43.90
2	Technician II	\$40.16	\$41.77	\$43.44	\$45.17	\$46.98
3	Technician III	\$42.77	\$44.48	\$46.26	\$48.11	\$50.03
4	Technician IV	\$49.75	\$51.74	\$53.81	\$55.96	\$58.20
5	Technician V	\$57.69	\$60.00	\$62.40	\$64.89	\$67.49
6	Project Support Analyst I	\$46.46	\$48.32	\$50.25	\$52.26	\$54.35
7	Project Support Analyst II	\$51.06	\$53.10	\$55.23	\$57.44	\$59.73
8	Project Support Analyst III	\$61.36	\$63.81	\$66.37	\$69.02	\$71.78
9	Project Support Analyst IV	\$70.84	\$73.67	\$76.62	\$79.69	\$82.87
10	Project Support Analyst V	\$76.58	\$79.64	\$82.83	\$86.14	\$89.59
11	Engineer I	\$46.70	\$48.57	\$50.51	\$52.53	\$54.63
12	Engineer II	\$61.52	\$63.98	\$66.54	\$69.20	\$71.97
13	Engineer III	\$76.38	\$79.44	\$82.61	\$85.92	\$89.35
14	Engineer IV	\$95.57	\$99.39	\$103.37	\$107.50	\$111.80
15	Engineer V	\$118.03	\$122.75	\$127.66	\$132.77	\$138.08
16	Systems Engineer I	\$53.28	\$55.41	\$57.63	\$59.93	\$62.33
17	Systems Engineer II	\$63.21	\$65.74	\$68.37	\$71.10	\$73.95
18	Systems Engineer III	\$74.20	\$77.17	\$80.25	\$83.46	\$86.80
19	Systems Engineer IV	\$82.48	\$85.78	\$89.21	\$92.78	\$96.49
20	Systems Engineer V	\$103.87	\$108.02	\$112.35	\$116.84	\$121.51
21	Software Engineer I	\$55.33	\$57.54	\$59.84	\$62.24	\$64.73
22	Software Engineer II	\$63.30	\$65.83	\$68.47	\$71.20	\$74.05
23	Software Engineer III	\$78.56	\$81.70	\$84.97	\$88.37	\$91.90
24	Software Engineer IV	\$87.29	\$90.78	\$94.41	\$98.19	\$102.12
25	Software Engineer V	\$97.11	\$100.99	\$105.03	\$109.24	\$113.60
26	Subject Matter Expert I	\$65.47	\$68.09	\$70.81	\$73.64	\$76.59
27	Subject Matter Expert II	\$75.94	\$78.98	\$82.14	\$85.42	\$88.84
28	Subject Matter Expert III	\$82.04	\$85.32	\$88.73	\$92.28	\$95.98
29	Subject Matter Expert IV	\$96.01	\$99.85	\$103.84	\$108.00	\$112.32
30	Subject Matter Expert V	\$109.11	\$113.47	\$118.01	\$122.73	\$127.64
31	Project/Program Manager I	\$82.91	\$86.23	\$89.68	\$93.26	\$96.99
32	Project/Program Manager II	\$87.48	\$90.98	\$94.62	\$98.40	\$102.34
33	Project/Program Manager III	\$97.20	\$101.09	\$105.13	\$109.34	\$113.71
34	Project/Program Manager IV	\$108.24	\$112.57	\$117.07	\$121.76	\$126.63
35	Project/Program Manager V	\$126.56	\$131.62	\$136.89	\$142.36	\$148.06



LABOR CATEGORIES

1. TECHNICIAN I

Description: Maintains, analyzes, troubleshoots, and repairs computer systems, hardware and computer peripherals. Documents, maintains, upgrades or replaces hardware and software systems. Supports and maintains user account information including rights, security and systems groups. May include cable installation.

Skills: Has knowledge of commonly-used concepts, practices, and procedures within a particular field.

Responsibility: Relies on instructions and pre-established guidelines to perform the functions of the job. Works Typically reports to a project leader or manager. Primary job functions do not typically require exercising independent judgment.

Education: Associate's Degree or equivalent technical training or certification(s) in related field.

Experience: 0-2 years of experience in the field or in a related area.

2. TECHNICIAN II

Description: Maintains, analyzes, troubleshoots, and repairs computer systems, hardware and computer peripherals. Documents, maintains, upgrades or replaces hardware and software systems. Supports and maintains user account information including rights, security and systems groups. May include cable installation.

Skills: Familiar with standard concepts, practices, and procedures within a particular field.

Responsibility: Performs a variety of tasks. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision. Typically reports to a project leader or manager.

Education: Associate's Degree or equivalent technical training or certification(s) in related field.

Experience: 2-5 years of experience in the field or in a related area.

3. TECHNICIAN III

Description: Maintains, analyzes, troubleshoots, and repairs computer systems, hardware and computer peripherals. Documents, maintains, upgrades or replaces hardware and software systems. Supports and maintains user account information including rights, security and systems groups. May include cable installation.

Skills: Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals.



Responsibility: Performs a variety of complicated tasks. May train or lead and direct the work of others. Typically reports to a project leader or manager.

Education: Associate's Degree or equivalent technical training or certification(s) in related field.

Experience: Requires at least 5-8 years of experience in the field or in a related area.

4. TECHNICIAN IV

Description: Maintains, analyzes, troubleshoots, and repairs computer systems, hardware and computer peripherals. Documents, maintains, upgrades or replaces hardware and software systems. Supports and maintains user account information including rights, security and systems groups. May include cable installation.

Skills: Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals.

Responsibility: Performs a variety of complicated tasks. May train or lead and direct the work of others. Typically reports to a project leader or manager.

Education: Associate's Degree or equivalent technical training or certification(s) in related field.

Experience: Requires at least 8-10 years of experience in the field or in a related area.

5. TECHNICIAN V

Description: Maintains, analyzes, troubleshoots, and repairs computer systems, hardware and computer peripherals. Documents, maintains, upgrades or replaces hardware and software systems. Supports and maintains user account information including rights, security and systems groups. May include cable installation.

Skills: Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals.

Responsibility: Performs a variety of complicated tasks. May train or lead and direct the work of others. Typically reports to a project leader or manager.

Education: Associate's Degree or equivalent technical training or certification(s) in related field.

Experience: Requires at least 10+ years of experience in the field or in a related area.

6. PROJECT SUPPORT ANALYST I

Description: Analyzes and evaluates information technology systems operations, which may include configuration management, quality assurance, multimedia systems and



graphic/document production operations, technical library control, technical material acquisition. May include developing budget and schedules to meet contract/project requirement, implementation, and maintenance of website.

Skills: Has knowledge of commonly-used concepts, practices, and procedures within a particular field.

Responsibility: Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a project leader or manager.

Education: Associate's Degree or equivalent technical training or certification(s).

Experience: 0-5 years experience in related field.

7. PROJECT SUPPORT ANALYST II

Description: Analyzes and evaluates information technology systems operations, which may include configuration management, quality assurance, multimedia systems and graphic/document production operations, technical library control, technical material acquisition. May include developing budget and schedules to meet contract/project requirement, implementation, and maintenance of website.

Skills: Familiar with standard concepts, practices, and procedures within a particular field.

Responsibility: Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required.

Education: Associate's Degree or equivalent technical training or certification(s).

Experience: 5-10 years experience in related field.

8. PROJECT SUPPORT ANALYST III

Description: Analyzes and evaluates information technology systems operations, which may include configuration management, quality assurance, multimedia systems and graphic/document production operations, technical library control, technical material acquisition. May include developing budget and schedules to meet contract/project requirement, implementation, and maintenance of website.

Skills: Familiar with a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to a project lead or manager. A wide degree of creativity and latitude is expected.

Education: Bachelor's Degree or equivalent experience in related field.



Experience: 10+ years experience in related field.

9. PROJECT SUPPORT ANALYST IV

Description: Analyzes and evaluates information technology systems operations, which may include configuration management, quality assurance, multimedia systems and graphic/document production operations, technical library control, technical material acquisition. May include developing budget and schedules to meet contract/project requirement, implementation, and maintenance of website.

Skills: Familiar with a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to a project lead or manager. A wide degree of creativity and latitude is expected.

Education: Bachelor's Degree or equivalent experience in related field.

Experience: 10-15 years experience in related field.

10. PROJECT SUPPORT ANALYST V

Description: Analyzes and evaluates information technology systems operations, which may include configuration management, quality assurance, multimedia systems and graphic/document production operations, technical library control, technical material acquisition. May include developing budget and schedules to meet contract/project requirement, implementation, and maintenance of website.

Skills: Familiar with a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to a project lead or manager. A wide degree of creativity and latitude is expected.

Education: Bachelor's Degree or equivalent experience in related field.

Experience: 15+ years experience in related field.

11. ENGINEER I

Description: Responsible for design, development, implementation, and analysis of technical products and systems. Performs engineering design evaluations. May develop a range of products. Recommends alterations to development and design to improve quality of products and/or procedures.

Skills: Has knowledge of commonly-used concepts, practices, and procedures within a particular field.

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Responsibility: Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor or manager.

Education: Bachelor's Degree in Engineering

Experience: 0-4 years of experience in the field or in a related area.

12. ENGINEER II

Description: Responsible for design, development, implementation, and analysis of technical products and systems. Performs engineering design evaluations. May develop a range of products. Recommends alterations to development and design to improve quality of products and/or procedures.

Skills: Familiar with a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. May report to an executive or manager.

Education: Bachelor's Degree in Engineering.

Experience: 4-8 years experience in the field or in a related area.

13. ENGINEER III

Description: Responsible for design, development, implementation, and analysis of technical products and systems. Performs engineering design evaluations. May develop a range of products. Recommends alterations to development and design to improve quality of products and/or procedures.

Skills: Familiar with a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. May report to an executive or a manager.

Education: Bachelor's Degree in Engineering

Experience: 8-12 years experience in related field.

14. ENGINEER IV

Description: Provides expert judgment and analysis for the design, development and implementation of technical products and systems. Resolves highly complex technical issues and conducts advanced research. Recommends alterations to development and design to improve quality of products and/or procedures.



Skills: Familiar with a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. May report to an executive or a manager.

Education: Bachelor's Degree in Engineering.

Experience: 12-16 years experience in the field or in a related area.

15. ENGINEER V

Description: Provides expert consultation in one or more areas for the design, development and implementation of technical products and systems. Recognized as technical leader and resource. Recommends alterations and enhancements to improve quality of products and/or procedures. Responsible for all internal activities and product development.

Skills: Demonstrates expertise in a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be the top level contributor/specialist. A wide degree of creativity and latitude is expected.

Education: Bachelor's Degree in Engineering.

Experience: 16+ years experience in the field or in a related area.

16. SYSTEMS ENGINEER I

Description: Provides analysis related to the design, development, and implementation of hardware and software for products. Develops test strategies, devices and systems. Performs stress and performance tests on a variety of systems.

Skills: Knowledge of commonly-used concepts, practices, and procedures within a particular field.

Responsibility: Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision.

Education: Bachelor's Degree in related area.

Experience: 0-4 years experience in the field or in a related area.

17. SYSTEMS ENGINEER II



Description: Provides analysis related to the design, development, and implementation of software and hardware for products. Develops test strategies, devices, and systems. Performs stress and performance tests on a variety of systems.

Skills: Familiar with a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Education: Bachelor's Degree in related area.

Experience: 4-8 years experience in the field or in a related field.

18. SYSTEMS ENGINEER III

Description: Provides analysis related to the design, development, and implementation of software and hardware for products. Develops test strategies, devices, and systems. Performs stress and performance tests on a variety of systems.

Skills: Familiar with a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Education: Bachelor's Degree in related area.

Experience: 8-10 years experience in the field or in a related area.

19. SYSTEMS ENGINEER IV

Description: Provides analysis related to the design, development, and implementation of software and hardware for products. Develops test strategies, devices, and systems. Performs stress and performance tests on a variety of systems.

Skills: Familiar with a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Education: Bachelor's Degree in related area.

Experience: 10-15 years experience in the field or in a related area.

20. SYSTEMS ENGINEER V



Description: Provides analysis related to the design, development, and implementation of software and hardware for products. Develops test strategies, devices, and systems. Performs stress and performance tests on a variety of systems.

Skills: Familiar with a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Education: Bachelor's Degree in related area.

Experience: 15+ years experience in the field or in a related area.

21. SOFTWARE ENGINEER I

Description: Designs, modifies, develops, writes and implements software programming applications. Supports and/or installs software applications/operating systems. Participates in the testing process through test review and analysis, test witnessing and certification of software.

Skills: Has knowledge of commonly-used concepts, practices, and procedures within a particular field.

Responsibility: Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a manager.

Education: Bachelor's Degree in related area.

Experience: 0-4 years experience in the field or in a related area.

22. SOFTWARE ENGINEER II

Description: Designs, modifies, develops, writes and implements software programming applications. Supports and/or installs software applications/operating systems. Participates in the testing process through test review and analysis, test witnessing and certification of software.

Skills: Familiar with a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to a project lead or manager. A wide degree of creativity and latitude is expected.

Education: Bachelor's Degree in related area.

Experience: 4-8 years experience in the field or a related area.

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23. SOFTWARE ENGINEER III

Description: Designs, modifies, develops, writes and implements software programming applications/operating systems. Also, coordinates work teams. Provides technical support to project team members.

Skills: Demonstrates expertise in a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be the top level contributor/specialist. A wide degree of creativity and latitude is expected.

Education: Bachelor's Degree in area of specialty

Experience: 8-10 years experience in the field or in a related area.

24. SOFTWARE ENGINEER IV

Description: Designs, modifies, develops, writes and implements software programming applications/operating systems. Also, coordinates work teams. Provides technical support to project team members.

Skills: Demonstrates expertise in a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be the top level contributor/specialist. A wide degree of creativity and latitude is expected.

Education: Bachelor's Degree in area of specialty

Experience: 10-15 years experience in the field or in a related area.

25. SOFTWARE ENGINEER V

Description: Designs, modifies, develops, writes and implements software programming applications/operating systems. Also, coordinates work teams. Provides technical support to project team members.

Skills: Demonstrates expertise in a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be the top level contributor/specialist. A wide degree of creativity and latitude is expected.

Education: Bachelor's Degree in area of specialty

Experience: 15+ years experience in the field or in a related area.



26. SUBJECT MATTER EXPERT I

Description: A trained and knowledge expert in the areas of C4ISR, command center fixed, mobile and airborne operations, operational planning, intelligence, communications, space/missile operations, missile defense and tactical warning or other specialized field.

Skills: Has knowledge of commonly-used concepts, practices, and procedures within a particular field.

Responsibility: Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a manager.

Education: Bachelor's Degree in related area.

Experience: 0-5 years experience in the field or in a related area.

27. SUBJECT MATTER EXPERT II

Description: A trained and knowledge expert in the areas of C4ISR, command center fixed, mobile and airborne operations, operational planning, intelligence, communications, space/missile operations, missile defense and tactical warning or other specialized field.

Skills: Familiar with a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to a project lead or manager. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Education: Bachelor's Degree in related area.

Experience: 5-10 years experience in the field or a related area.

28. SUBJECT MATTER EXPERT III

Description: A trained and knowledgeable expert in the areas of C4ISR, command center fixed, mobile and airborne operations, operational planning, intelligence, communications, space/missile operations, missile defense and tactical warning or other specialized field.

Skills: Familiar with a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. May provide consultation on complex projects. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.



Education: Bachelor's Degree in related area.

Experience: 10-15 years experience in the field or in a related area.

29. SUBJECT MATTER EXPERT IV

Description: A trained and knowledgeable expert in the areas of C4ISR, command center fixed, mobile and airborne operations, operational planning, intelligence, communications, space/missile operations, missile defense and tactical warning or other specialized field.

Skills: with a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. May provide consultation on complex projects, and provide advice to government and senior military leaders. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Education: Bachelor's Degree in related area.

Experience: 15-20 years experience in the field or in a related area

30. SUBJECT MATTER EXPERT V

Description: A trained and knowledgeable expert in the areas of C4ISR, command center fixed, mobile and airborne operations, operational planning, intelligence, communications, space/missile operations, missile defense and tactical warning or other specialized field.

Skills: Familiar with a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. May provide consultation on complex projects and advice to government and senior military leaders. Considered to be the top level contributor/specialist. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Education: Bachelor's Degree in related area.

Experience: 20+ years experience in the field or in a related area.

31. PROJECT/PROGRAM MANAGER I

Description: Manages engineering team, collect and report information on the ability and capacity of company products and services. Oversees and contributes to the overall success and goals of a given program to fulfill the needs of customers. Ensures projects are completed on time and within budget. Acts as advisor to engineering team regarding projects, tasks, and operations.



Skills: Familiar with a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to head of a unit/department.

Education: Bachelor's Degree in area of specialty.

Experience: 7-10 years experience in the field or in a related area.

32. PROJECT/PROGRAM MANAGER II

Description: Manages engineering team, collect and report information on the ability and capacity of company products and services. Oversees and contributes to the overall success and goals of a given program to fulfill the needs of customers. Ensures projects are completed on time and within budget. Acts as advisor to engineering team regarding projects, tasks, and operations.

Skills: Familiar with a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to head of a unit/department.

Education: Bachelor's Degree in area of specialty.

Experience: 8-12 years experience in the field or in a related area.

33. PROJECT/PROGRAM MANAGER III

Description: Manages engineering team, collect and report information on the ability and capacity of company products and services. Oversees and contributes to the overall success and goals of a given program to fulfill the needs of customers. Ensures projects are completed on time and within budget. Acts as advisor to engineering team regarding projects, tasks, and operations.

Skills: Familiar with a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to head of a unit/department.

Education: Bachelor's Degree in area of specialty

Experience: 12-15 years experience in the field or in a related area.

34. PROJECT/PROGRAM MANAGER IV



Description: Manages engineering team, collect and report information on the ability and capacity of company products and services. Oversees and contributes to the overall success and goals of a given program to fulfill the needs of customers. Ensures projects are completed on time and within budget. Acts as advisor to engineering team regarding projects, tasks, and operations.

Skills: Familiar with a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to head of a unit/department.

Education: Bachelor's Degree in are of specialty

Experience: 12-15 years experience in the field or in a related area.

35. PROJECT/PROGRAM MANAGER V

Description: Manages engineering team, collect and report information on the ability and capacity of company products and services. Oversees and contributes to the overall success and goals of a given program to fulfill the needs of customers. Ensures projects are completed on time and within budget. Acts as advisor to engineering team regarding projects, tasks, and operations.

Skills: Familiar with a variety of the field's concepts, practices, and procedures.

Responsibility: Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to head of a unit/department.

Education: Bachelor's Degree in area of specialty

Experience: 20 years experience in the field or in a related area.