

A LOOK BEYOND...



GENERAL SERVICES ADMINISTRATION

Federal Acquisition Service *Authorized Federal Supply Schedule Price List*

On-Line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through GSA Advantage!®, a menu driven database system. Information can be found at <http://www.GSAAdvantage.gov>

Schedule Title: Mission Oriented Business Integrated Services (MOBIS)

Federal Supply Group: 874

Contract Number: GS-10F-0129W

Contract Period: 5 March 2015 – 4 March 2020



For more information on ordering from the Federal Supply Schedule, go to www.fsa.gsa.gov

Contractor: Far Ridgeline Engagements, Inc
285 W New York Avenue
Southern Pines, NC 28387
910-725-0303, 910-725-0359 (fax)

Web Address www.frleinc.com

Business Size: Service-Disabled, Veteran Owned, Small Business (SDVOSB)

Point of Contact: Contract Administrator – Matthew K. Bishop
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TERMS & CONDITIONS

1a. Table of Awarded Special Item Number(s) with appropriate cross-referenced numbers: 874-1 & 874-1RC; 874-4 & 874-4RC

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

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

2. Maximum Order: \$1,000,000.00

3. Minimum Order: \$100.00

4. Geographic Coverage (delivery area): Domestic Only

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

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

7. Quantity discounts: None offered

8. Prompt payment terms: 2% Net 10 days

9a. Notification that Government Purchase Cards are accepted at or below the micro-purchase threshold: Yes

9b. Notification whether Government Purchase Cards are accepted or not accepted above the micro-purchase threshold: Will accept over \$3,000.00

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

11a. Time of Delivery (Contractor insert number of days): Specified on the Task Order

11b. Expedited Delivery. The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” Under this heading. The Contractor may use a symbol of its choosing to highlight items in the price list that have expedited delivery: Contact Contractor



11c. Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery are available. Also the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor

11d. Urgent Requirements. The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to affect faster delivery: Contact Contractor

12. F.O.B Point(s): Destination

13a. Ordering Address(es) Same a Company Address

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

14. Payment Address(es):Same as Company Address

15. Warranty Provision: Contractor’s standard commercial warranty

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

17. Terms and conditions of Government Purchase Card acceptance (any thresholds above the micro-purchase level): Contact Contractor

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

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

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

20a. Terms and conditions for any other services (if applicable): N/A

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

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

23. Preventative Maintenance (if applicable): N/A

24a. Special attributes such as environmental attributes, (e.g., recycled content, energy efficiency, and/or reduced pollutants): N/A



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24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: www.Section508.gov.

25. Data Universal Numbering System (DUNS) number: 808442334

26. Notification regarding registration in the System of Awards Management (SAM) database: Registered

27. The Service Contract Act (SCA) is applicable to this contract as it applies to the entire 874:MOBIS Schedule and all services provided. While no specific labor categories have been identified as being subject to SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CFR 541.300), this contract still maintains the provisions and protections for SCA eligible labor categories. If and / or when the Contractor adds SCA labor categories /employees to the contract through the modification process, the Contractor must inform the Contracting Officer and establish a SCA matrix identifying the GSA labor category titles, the occupational code, SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.

Contractor will accept LH and FFP



COMPANY OVERVIEW

Founded in 2007 as a Service Disabled Veteran-Owned Small Business, we are headquartered in Southern Pines. While we are based out of North Carolina, our partnerships and relationships comprise a global network of support, to include commercial clients, giving us the agility we require to support our unique customer base.

The Far Ridgeline Engagement's Team consists of subject matter experts whose core leadership and experience come out of their extensive time working and supporting the Special Operations and Intelligence communities. Our primary lines of effort are intelligence and operations although our team includes military leaders, instructors, operational and intelligence experts, and practitioners from many different arenas. We possess personal relationships across DoD, intelligence community, interagency, industry and academia and leverage these partnerships to shape multi-discipline and cross functional teams of subject matter expertise in support of our client's requirements in the current, dynamic operational environment. Our approved GSA rates and Labor Categories support a wide-range of needs of our current and potential clients.

Our primary lines of effort include:

- Operations Support*
- Intelligence Support*
- Instruction & Curriculum Development*
- Training & Exercise Support*
- Focused Assessments and Operational Analysis*

PRICE LIST

FRLE Rates w/2% Escalation - Prices include IFF					
Labor Category	Year 6 3/5/2015- 3/4/2016	Year 7 3/5/2016- 3/4/2017	Year 8 3/5/2017- 3/4/2018	Year 9 3/5/2018- 3/4/2019	Year 10 3/5/2019- 3/4/2020
Program Manager	\$ 107.85	\$110.01	\$112.21	\$114.45	\$116.74
Project Manager	\$ 99.86	\$101.86	\$103.89	\$105.97	\$108.09
Project Task Lead	\$ 87.87	\$89.63	\$91.42	\$93.25	\$95.11
Subject Matter Expert					
Principal	\$ 107.85	\$110.01	\$112.21	\$114.45	\$116.74
Senior	\$ 99.86	\$101.86	\$103.89	\$105.97	\$108.09
Junior	\$ 79.90	\$81.50	\$83.13	\$84.79	\$86.49
Ops Specialist/Analyst					
Principal	\$ 100.66	\$102.67	\$104.73	\$106.82	\$108.96
Senior	\$ 91.88	\$93.72	\$95.59	\$97.50	\$99.45
Junior	\$ 78.30	\$79.87	\$81.46	\$83.09	\$84.75
Functional Specialist-Ops					
Level 3	\$ 63.91	\$65.19	\$66.49	\$67.82	\$69.18
Level 2	\$ 47.94	\$48.90	\$49.88	\$50.87	\$51.89
Level 1	\$ 31.96	\$32.60	\$33.25	\$33.92	\$34.59
Intel Specialist/Analyst					
Principal	\$ 100.66	\$102.67	\$104.73	\$106.82	\$108.96
Senior	\$ 91.88	\$93.72	\$95.59	\$97.50	\$99.45
Junior	\$ 78.30	\$79.87	\$81.46	\$83.09	\$84.75
Functional Specialist-Intel					
Level 3	\$ 63.91	\$65.19	\$66.49	\$67.82	\$69.18
Level 2	\$ 47.94	\$48.90	\$49.88	\$50.87	\$51.89
Level 1	\$ 31.96	\$32.60	\$33.25	\$33.92	\$34.59
Security Specialist					
Principal	\$ 79.90	\$81.50	\$83.13	\$84.79	\$86.49
Senior	\$ 59.92	\$61.12	\$62.34	\$63.59	\$64.86
Junior	\$ 38.35	\$39.12	\$39.90	\$40.70	\$41.51
Trng & Exercise Support					
Level 4	\$ 99.86	\$101.86	\$103.89	\$105.97	\$108.09
Level 3	\$ 79.90	\$81.50	\$83.13	\$84.79	\$86.49
Level 2	\$ 63.91	\$65.19	\$66.49	\$67.82	\$69.18
Level 1	\$ 47.97	\$48.93	\$49.91	\$50.91	\$51.92
Instr/Curriculum Developer					
Level 4	\$ 95.87	\$97.79	\$99.74	\$101.74	\$103.77
Level 3	\$ 79.90	\$81.50	\$83.13	\$84.79	\$86.49
Level 2	\$ 63.91	\$65.19	\$66.49	\$67.82	\$69.18
Level 1	\$ 47.97	\$48.93	\$49.91	\$50.91	\$51.92
Research/System Analyst					
Level 3	\$ 83.69	\$85.36	\$87.07	\$88.81	\$90.59
Level 2	\$ 71.86	\$73.30	\$74.76	\$76.26	\$77.78
Level 1	\$ 59.92	\$61.12	\$62.34	\$63.59	\$64.86

LABOR CATEGORY DESCRIPTIONS

Far Ridgeline Engagements, Inc Labor Category Descriptions

Program Manager – Principal

Description: Provides oversight and executive level management to overall contract operations often involving multiple projects/tasks and groups of personnel at multiple locations. The Program Manager maintains and manages relationships with senior level management within the client organization. Responsible for ensuring senior level management within the client organization is aware of overall program status, including all relevant projects and their potential impact on higher level organizational strategic vision, this may include subject matter and unique technical knowledge. The Program Manager is responsible for managing multiple contract operations, ensure quality standards and work performance on all task orders and projects, plans, organizes and oversees work efforts, assigns resources, manages personnel, provides risk management, ensures quality management, monitors overall project and contract performance, etc.

Experience & Education: Minimum 12 years with US Federal Agencies, to include Military Service, in management. Master's Degree or Equivalent

Program Manager – Senior (Project Manager)

Description: Performs day-to-day management of contract support operations, possibly involving multiple tasks and groups of personnel at multiple locations, on a single project. Demonstrates skills in the scope of work encompassed by the task order; provides technical guidance to the project team in performance of the work, and reviews the quality of all work products. Organizes, directs, and coordinates the planning and production of all contract support activities. The PM-Senior is responsible for staffing, project planning, project financials, and staff direction and oversight. The PM-Senior maintains and manages the client interface at the COTR levels of the client organization. The PM-Senior assists the Program Manager as required in managing contract performance.

Experience & Education: Minimum 10 years with US Federal Agencies, to include Military Service, in management. Bachelor's Degree or Equivalent

Program Manager – Junior (Task Lead)

Description: Experienced in task management, responsible for ensuring successful task completion within the scheduled timeframe consistent with the established scope of work to include both the technical and financial solutions. Organizes, directs, and coordinates the planning and production of all activities associated with assigned tasks.

Experience & Education: Minimum 6 years with US Federal Agencies, to include Military Service, in management. Bachelor's Degree or Equivalent

Subject Matter Expert – Principal

Description: Senior expert with extensive, enterprise-wide knowledge and experience in one or more designated functional and/or domain areas. The SME provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions. They are responsible for providing high level vision to program/project manager or senior client leadership to influence objectives of complex efforts. The Subject Matter Expert is primarily utilized on projects for their specific expertise, not in a managerial capacity, in support of the creation of comprehensive methods for describing current and/or future structure and behavior of an organization's processes, systems, personnel and organizational sub-units, so that they align with the organization's core goals and strategic direction. The Subject Matter Expert is typically a former high ranking military or civilian official and recognized by industry as an expert in their specific field.



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Experience & Education: Minimum of 15 years in designated field/area of expertise. Master's Degree or Equivalent

Subject Matter Expert – Senior

Description: Recognized as an expert in the specific field of study or area of emphasis, the SME- Senior provides high-level subject matter expertise and experience for the work described in the task or project. The SME provides advanced evaluation and analytic skills for client-specific or mission critical proficiencies. Displays broad and deep knowledge of subject matter and provides leadership and vision throughout the lifecycle of a project or task.

Experience & Education: Minimum of 10 years in designated field/area of expertise. Bachelor's Degree or Equivalent

Subject Matter Expert – Junior

Description: Recognized for technical proficiency in a specific field of study or area of emphasis. The SME-Junior does not have the same level of depth or experience within the designated field; however, their specific technical skills and experience support a broad range of client requirement' and support to client specific tasks.

Experience & Education: Minimum of 8 years in designated field/area of expertise. Bachelor's Degree or Equivalent

Operations Specialist/Analyst-Principal

Description: The Operations Specialist Principal is a proven senior leader that possesses extensive knowledge in the conduct of military operations and the operations support field or discipline. The Operations Specialist-Principal possesses significant experience providing solutions to an organization's challenges through the application of knowledge gained through similar prior engagements. Coordinates and participates in the planning, tracking, and/or training for execution of operations and training. Specific duties include planning, coordinating, and tracking the execution of client's operations activities and/or operations & training, advising on use and operation of unique technologies, and assisting in the revision of operational plans and requirements documents.

Experience & Education: Minimum of 12 years in the areas of: operations support to include the tactics, techniques, procedures, and concept of operations. Master's Degree or Equivalent

Operations Specialist/Analyst-Senior

Description: Recognized expert with depth of knowledge in military planning, operations and/or training. The Operations Specialist-Senior maintains familiarity with military operational requirements as well as a strong background in integrating operations/training and planning efforts. Coordinates and participates in the planning, tracking, and/or training for execution of operations and training. Specific duties include planning, coordinating, and tracking the execution of client's operations activities and/or operations & training, advising on use and operation of unique technologies, and assisting in the revision of operational plans and requirements documents.

Experience & Education: Minimum of 8 years in the areas of: operations support to include the tactics, techniques, procedures, and concept of operations. Bachelor's Degree or Equivalent

Operations Specialist/Analyst-Junior

Description: Established background and experience with general knowledge in military planning, operations and/or training. The Operations Specialist-Junior works independently or with The Ops Principal or Senior to support client requirements. Specific duties include planning, coordinating, and tracking the execution of client's operations activities and/or operations & training, advising on use and operation of unique technologies, and assisting in the revision of operational plans and requirements documents.

Experience & Education: Minimum of 6 years in the areas of: operations support to include the tactics, techniques, procedures, and concept of operations. Bachelor's Degree or Equivalent

Intelligence Specialist/Analyst- Principal

Description: The Intelligence Specialist-Principal is a proven senior leader that possesses extensive knowledge and background in the conduct of intelligence support/analysis to military operations and the intelligence support field or discipline. The Intelligence Specialist-Principal possesses significant experience providing solutions to an organization's intelligence challenges through the application of knowledge gained through similar prior engagements. Coordinates and participates in the planning, tracking, and/or execution of strategic and tactical intelligence operations. Specific duties include planning, coordinating, and quality control of a team of all-source analysts.

Experience & Education: Minimum of 12 years in the areas of: intelligence collection, analysis, or assessments. Master's Degree or Equivalent

Intelligence Specialist/Analyst-Senior

Description: Recognized expert with depth of knowledge in intelligence support/analysis to military operations. The Intelligence Specialist-Senior maintains familiarity with military intelligence and analysis requirements as well as a strong background in integrating intelligence and analysis support with operations/training and planning efforts. . Coordinates and participates in the planning, tracking, and/or execution of strategic and tactical intelligence operations. Specific duties include planning, coordinating, and quality control of a team of all-source analysts.

Experience & Education: Minimum of 8 years in the areas of: intelligence collection, analysis, or assessments. Bachelor's Degree or Equivalent

Intelligence Specialist/Analyst-Junior

Description: Established background and experience with general knowledge in intelligence support/analysis to military planning, operations and/or training. The Intelligence Specialist-Junior works independently or with The Intel Principal or Senior to support client requirements. Specific duties include coordinating and participating in the planning, tracking, and/or execution of strategic and tactical intelligence operations.

Experience & Education: Minimum of 6 years in the areas of: intelligence collection, analysis, or assessments. Bachelor's Degree or Equivalent

Functional Specialist – Operations – Level 3

Description: Senior expert with extensive knowledge in designated field or discipline. Provides insight and advice concerning task or project strategic direction and outcomes. May contribute to the evaluation, analysis, and development of recommended solutions. Resolves complex problems, which require an in-depth knowledge of subject matter related to the designated field or discipline. Applies principles and methods of the subject matter to specialized solutions. Directs the activities of Specialists 1 and Specialists, or other staff as necessary on activated related to the specified field or discipline.

Experience & Education: Minimum of 6 years in the areas of: operations support to include the tactics, techniques, procedures, and concept of operations. Bachelor's Degree or Equivalent

Functional Specialist – Operations – Level 2

Description: Possess demonstrated knowledge in designated field or discipline. Possesses significant experience providing solutions to an organization's challenges through the application of knowledge gained through similar prior engagements. Participates in the development of solutions by leveraging knowledge of the designated field or discipline. Contributes to the implementation of strategy and helps assess the

impact of industry trends, policy, and/or standard methodologies. Works closely with senior Specialists or Task Leads.

Experience & Education: Minimum of 4 years in the areas of: operations support to include the tactics, techniques, procedures, and concept of operations. Associate's Degree or Equivalent

Functional Specialist – Operations – Level 1

Description: Possesses knowledge in designated field or discipline. Supports assessments of organization's challenges using specialized skills and knowledge. Contributes to the execution of project or task plan and helps assess the impact of industry trends, policy or standard methodologies. Conducts activities in support of the project team's objectives. Works closely with senior Specialists or Task Leads.

Experience & Education: Minimum of 2 years in the areas of: operations support to include the tactics, techniques, procedures, and concept of operations. Associate's Degree or Equivalent

Functional Specialist – Intelligence – Level 3

Description: Senior expert with extensive knowledge in designated field or discipline. Provides insight and advice concerning task or project strategic direction and outcomes. May contribute to the evaluation, analysis, and development of recommended solutions. Resolves complex problems, which require an in-depth knowledge of subject matter related to the designated field or discipline. Applies principles and methods of the subject matter to specialized solutions. Directs the activities of Specialists 1 and Specialists, or other staff as necessary on activated related to the specified field or discipline.

Experience & Education: Minimum of 6 years in the areas of: intelligence support to include the tactics, techniques, procedures, and concept of operations. Bachelor's Degree or Equivalent

Functional Specialist – Intelligence – Level 2

Description: Possess demonstrated knowledge in designated field or discipline. Possesses significant experience providing solutions to an organization's challenges through the application of knowledge gained through similar prior engagements. Participates in the development of solutions by leveraging knowledge of the designated field or discipline. Contributes to the implementation of strategy and helps assess the impact of industry trends, policy, and/or standard methodologies. Works closely with senior Specialists or Task Leads.

Experience & Education: Minimum of 4 years in the areas of: intelligence support to include the tactics, techniques, procedures, and concept of operations. Associate's Degree or Equivalent

Functional Specialist – Intelligence – Level 1

Description: Possesses knowledge in designated field or discipline. Supports assessments of organization's challenges using specialized skills and knowledge. Contributes to the execution of project or task plan and helps assess the impact of industry trends, policy or standard methodologies. Conducts activities in support of the project team's objectives. Works closely with senior Specialists or Task Leads.

Experience & Education: Minimum of 2 years in the areas of: intelligence support to include the tactics, techniques, procedures, and concept of operations. Associate's Degree or Equivalent

Research/System Analyst – Level 3

Description: Provide team support with the development of desk-top models designed to provide fast-running, robust quantitative analysis support for decision-makers. Provide direct support to the modeling and simulation programs. Develop required input data for planners and gamers supporting wargames, exercises and experimentation at the operational and tactical level. Either as part of a team or individually, develops real time measures of effectiveness and performance (MOE/MOP) for systems used to measure capability and capacity. Either as part of a team or individually, conduct studies e.g., Analysis of

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Alternatives (AoA), Capabilities-Based Assessments (CBA) and/or ad hoc staff efforts that require adequate levels of analytical rigor. Able to fully support programmatic within the DOD Joint Capabilities Integration Development System (JCIDS). Provide quantitative analysis techniques that will meet expectations where qualitative tools are not appropriate. Skilled at writing technical reports and making effective presentations of information.

Experience & Education: Minimum of 8 years in designated field/area of expertise. Bachelor's Degree or Equivalent

Research/System Analyst – Level 2

Description: Provide team support with the development of desk-top models designed to provide fast-running, robust quantitative analysis support for decision-makers. Provide direct support to the modeling and simulation programs. Develop required input data for planners and gamers supporting wargames, exercises and experimentation at the operational and tactical level. Either as part of a team or individually, develops real time measures of effectiveness and performance (MOE/MOP) for systems used to measure capability and capacity. Either as part of a team or individually, conduct studies e.g., Analysis of Alternatives (AoA), Capabilities-Based Assessments (CBA) and/or ad hoc staff efforts that require adequate levels of analytical rigor. Familiar with the DOD Joint Capabilities Integration Development System (JCIDS). Skilled at writing technical reports and making effective presentations of information.

Experience & Education: Minimum of 6 years in designated field/area of expertise. Bachelor's Degree or Equivalent

Research/System Analyst – Level 1

Description: Support Level 2 and Level 3 Research/System analysts with the development of desk-top models designed to provide fast-running, robust quantitative analysis support for decision-makers. Provide direct support to the modeling and simulation programs. Develop required input data for planners and gamers supporting wargames, exercises and experimentation at the operational and tactical level. Either as part of a team or individually, develops real time measures of effectiveness and performance (MOE/MOP) for systems used to measure capability and capacity. Either as part of a team or individually, conduct studies e.g., Analysis of Alternatives (AoA), Capabilities-Based Assessments (CBA) and/or ad hoc staff efforts that require adequate levels of analytical rigor.

Experience & Education: Minimum of 4 years in designated field/area of expertise. Bachelor's Degree or Equivalent

Training & Exercise Specialist – Level 4

Description: Recognized senior expert with extensive knowledge and experience in the design, development, execution and evaluation of federal, to include DoD, state and local training and exercise requirements. Coordinates with clients to determine specific training requirements and advises and assists clients in the full scope support of the client's training support plan. Capable of conducting, either independently or as team lead, all aspects of training implementation and exercise support, to include development of individual and unit training plans. Fully understands the training cycle and the implementation of effects-based training supporting clients training support plan as well as the identification of training gaps. Fully capable of identifying the requirements of and supporting both the front-side and back-side exercise support requirements. Fully capable of conducting necessary liaison and coordination for outside agency support to client's exercise and training requirements. Able to provide evaluation and feedback to clients through both written and oral presentations.

Experience & Education: Minimum of 12 years in the areas of Federal to include DoD, State, and/or Local exercise design, development, and execution. Master's Degree or Equivalent

Training & Exercise Specialist – Level 3

Description: Recognized expert with extensive knowledge and experience in the design, development, execution and evaluation of federal, to include DoD, state and local training and exercise requirements. Coordinates with clients to determine specific training requirements and advises and assists clients in the full scope support of the client's training support plan. Capable of conducting, either independently or as part of a team, all aspects of training implementation and exercise support, to include development of individual and unit training plans. Understands the training cycle and the implementation of effects-based training supporting clients training support plan as well as the identification of training gaps. Capable of identifying the requirements of and supporting both the front-side and back-side exercise support requirements. Capable of conducting necessary liaison and coordination for outside agency support to client's exercise and training requirements. Able to provide evaluation and feedback to clients through both written and oral presentations.

Experience & Education: Minimum of 10 years in the areas of Federal to include DoD, State, and/or Local exercise design, development, and execution. Bachelor's Degree or Equivalent

Training & Exercise Specialist – Level 2

Description: Possesses general knowledge and experience in the design, development, execution and evaluation of federal, to include DoD, state and local training and exercise requirements. In support of a Level 4 or 3 Specialist, or as part of a team coordinates with clients to determine specific training requirements and advises and assists clients in the full scope support of the client's training support plan. Capable of conducting as part of a team, specific aspects of training implementation and exercise support, to include supporting the development of individual and unit training plans. Able to provide evaluation and feedback to clients through both written and oral presentations.

Experience & Education: Minimum of 8 years in the areas of Federal to include DoD, State, and/or Local exercise design, development, and execution. Bachelor's Degree or Equivalent

Training & Exercise Specialist – Level 1

Description: Possesses knowledge and experience in the design, development, execution and evaluation of federal, to include DoD, state and local training and exercise requirements. In support of a Level 4 or 3 Specialist, or as part of a team coordinates with clients to determine specific training requirements and advises and assists clients in the full scope support of the client's training support plan. Capable of conducting as part of a team, specific aspects of training implementation and exercise support, to include supporting the development of individual and unit training plans. Able to provide evaluation and feedback to clients through both written and oral presentations.

Experience & Education: Minimum of 4 years in the areas of Federal to include DoD, State, and/or Local exercise design, development, and execution. Associate's Degree or Equivalent

Security Specialist – Principal

Description: Recognized and credentialed senior expert with extensive knowledge of National Intelligence information, physical, personnel, automated information, systems, industrial security program, collateral security and information protect operations policies. Extensive knowledge of Executive Orders, DIA, and DoD security directives and Sensitive Compartmented Information policy. Extensive knowledge and experience of the Intelligence Community information systems security. Extensive knowledge and experience with both DoD and NISPOM security compliance requirements. Previous experience serving as a program or organization Security Officer/Manager. Provides for Sensitive Compartmented Information and Intelligence security policy implementation. Coordinates and implements efforts on facility accreditation, impact of technology, recommending and implementing security principles and practices, and assisting in the development of technical security policies. Recommends countermeasures programs that anticipate and accommodate current policies or new technologies. Manages security databases and clearances.

Experience & Education: Minimum of 10 years in the areas of security support and consulting services for NISPOM DoD security compliance requirements. Bachelor's Degree or Equivalent

Security Specialist – Senior

Description: Recognized and credentialed senior expert with extensive knowledge of National Intelligence information, physical, personnel, automated information, systems, industrial security program, collateral security and information protect operations policies. Extensive knowledge of Executive Orders, DIA, and DoD security directives and Sensitive Compartmented Information policy. Extensive knowledge and experience of the Intelligence Community information systems security. Extensive knowledge and experience with both DoD and NISPOM security compliance requirements. Assist in providing Sensitive Compartmented Information and Intelligence security policy implementation. Assist in efforts on facility accreditation, impact of technology, recommending and implementing security principles and practices, and assisting in the development of technical security policies. Recommends countermeasures programs that anticipate and accommodate current policies or new technologies. Assists in the management of security databases and clearances.

Experience & Education: Minimum of 6 years in the areas of security support and consulting services for NISPOM DoD security compliance requirements. Associates Degree or Equivalent

Security Specialist – Junior

Description: Knowledge of National Intelligence information, physical, personnel, automated information, systems, industrial security program, collateral security and information protect operations policies. Knowledge of Executive Orders, DIA, and DoD security directives and Sensitive Compartmented Information policy. Knowledge and experience of the Intelligence Community information systems security. Knowledge and experience with both DoD and NISPOM security compliance requirements. Assist in providing Sensitive Compartmented Information and Intelligence security policy implementation. Assist in efforts on facility accreditation, impact of technology, recommending and implementing security principles and practices, and assisting in the development of technical security policies. Assists in the management of security databases and clearances.

Experience & Education: Minimum of 4 years in the areas of security support and consulting services for NISPOM DoD security compliance requirements. Associate's Degree or Equivalent

Instructor/Curriculum Developer – Level 4

Description: Recognized and credentialed senior expert with extensive background and experience in instruction/curriculum development for a specific area of support, field or discipline. Coordinate with client to identify and develop course material required using current instruction methodologies and curriculum design tools and capabilities. Prepare program/course of instruction plans and supporting instruction/curriculum modules and blocks of instruction. Present courseware using established guidelines from the client and IAW with current instructional course design models. Modify and/or revise courseware and curriculum to maintain currency with client requirements through identification of new and/or evolving tactics, techniques and procedures for the specific area supported. Serve as a task lead or course lead for the specific supported area of emphasis. Conduct after actions and evaluations and implement recommendations based on student input. Extensive knowledge in instruction and curriculum design.

Experience & Education: Minimum of 12 years in designated field/area of expertise for directed instruction and/or curriculum development. Master's Degree or Equivalent

Instructor/Curriculum Developer – Level 3

Description: Recognized and credentialed instructor with background and experience in instruction/curriculum development for a specific area of support, field or discipline. Coordinate with client to identify and develop course material required using current instruction methodologies and curriculum

design tools and capabilities. Assist in the preparation of program/course of instruction plans and supporting instruction/curriculum modules and blocks of instruction. Present specific courseware modules using established guidelines from the client and IAW with current instructional course design models. Assist in the modification and/or revision of courseware and curriculum to maintain currency with client requirements through identification of new and/or evolving tactics, techniques and procedures for the specific area supported. Conducts after actions and evaluations and implement recommendations based on student input.

Experience & Education: Minimum of 10 years in designated field/area of expertise for directed instruction and/or curriculum development. Bachelor’s Degree or Equivalent

Instructor/Curriculum Developer – Level 2

Description: Credentialed instructor with background and experience in of a specific area of support, field or discipline. In support of a Level 4 or 3 Instructor/Curriculum developer coordinates with client to identify and develop course material required using current instruction methodologies and curriculum design tools and capabilities. Assist in the preparation of program/course of instruction plans and supporting instruction/curriculum modules and blocks of instruction. Present specific courseware modules using established guidelines from the client and IAW with current instructional course design models. Assist in the modification and/or revision of courseware and curriculum to maintain currency with client requirements through identification of new and/or evolving tactics, techniques and procedures for the specific area supported. Conducts after actions and evaluations and implement recommendations based on student input.

Experience & Education: Minimum of 8 years in designated field/area of expertise for directed instruction and/or curriculum development. Bachelor’s Degree or Equivalent

Instructor/Curriculum Developer – Level 1

Description: Credentialed instructor with background and experience in of a specific area of support, field or discipline. In support of a Level 4, 3 or 2 Instructor/Curriculum developer coordinates with client to identify and develop course material required using current instruction methodologies and curriculum design tools and capabilities. Assist in the preparation of program/course of instruction plans and supporting instruction/curriculum modules and blocks of instruction. Present specific courseware modules using established guidelines from the client and IAW with current instructional course design models. Assist in the modification and/or revision of courseware and curriculum to maintain currency with client requirements through identification of new and/or evolving tactics, techniques and procedures for the specific area supported. Conducts after actions and evaluations and implement recommendations based on student input.

Experience & Education: Minimum of 4 years in designated field/area of expertise for directed instruction and/or curriculum development. Associate’s Degree or Equivalent

Notes:		
All degrees from accredited college/university		
MS/A - Master of Science or Arts		
MA - Master of Arts		
BS/A - Bachelor of Science or Arts		
BA - Bachelor of Arts		
AD - Associates Degree		
Equivalent - Accredited certifications or relevant experience		

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Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.		
Degree/Experience Equivalency*		
Degree	Experience Equivalence	Other Equivalence
Bachelors	Associate degree +2 years relevant experience, or 4 years relevant experience	Professional certification
Masters	Bachelors +2 years relevant experience, or Associated + 4 years relevant experience	Professional license
Doctorate	Masters + 2 years relevant experience, Bachelors + 4 years relevant experience	
* Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of experience for each year of college completed.		