



Federal Supply Service

Authorized Federal Supply Schedule Price List

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA *Advantage!*®, a menu-driven database system. The INTERNET address GSA *Advantage!*® is: GSAAdvantage.gov.

Multiple Award Schedule

FSC Group: Professional Services
FSC Class: R608 and 3610

Contract number: GS-10F-0256S

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

Contract period: May 11, 2006 – May 10, 2026

Legal Interpreting Services, Inc
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Herndon, VA 20170
718-237-8919
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Contract Administrator: Alexander Shurchin
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Business size: Large Business

Price list current as of Modification #PS-0055 effective April 21, 2021
and #PS-0052, effective May 11, 2021

Prices Shown Herein are Net (discount deducted)



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CUSTOMER INFORMATION

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

SINs	Recovery	SIN Title
541930	541930RC	Translation and Interpretation Services
541611	541611RC	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
OLM	OLMRC	Order-Level Materials (OLM's)

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply. See Page 4

1c. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item. See Page 4

2. Maximum order:

SINs	Maximum Order
541930	\$350,000
541611	\$1,000,000
OLM	\$250,000

3. Minimum order: \$100

4. Geographic coverage (delivery area). Worldwide

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.)

7. Quantity discounts. None

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

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

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



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

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

10d. Urgent Requirements. Contact Contractor

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

12a. Ordering address(es). Same as Contract Address

12b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.

13. Payment address(es). Same as Contractor Address

14. Warranty provision. Standard Commercial Warranty Terms & Conditions

15. Export packing charges, if applicable. Not Applicable

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

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

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

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

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

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

21. Preventive maintenance (if applicable). Not Applicable

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

22b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: www.Section508.gov/. Not Applicable

23. Data Universal Number System (DUNS) number. 965603293

24. Notification regarding registration in System for Award Management (SAM) database. Contractor registered and active in SAM



CORPORATE CAPABILITIES:

From our beginning in 1994 supporting the Department of Justice and industry partners, to becoming a trusted partner of the intelligence community, LIS Solutions has provided our customers with advanced solutions in language services, cyber security, intelligence analysis and Information Technology in all Combatant Commands (COCOM). LIS provides this support through disciplined methodologies based on balanced, sustainable integrations of technology and human talent. Leveraging our capabilities, resources and deep experience, we deliver customized results based on an in-depth understanding of each customer’s need and each project’s unique requirements. We strive to help stakeholders make better, faster decisions at critical junctures. Most importantly, we strive to ensure safety and security in the United States and around the world.

LIS Solutions was established to bring equality and opportunity to the citizens of America. Recognizing the extensive challenges present by communication barriers, LIS brought innovative solutions to bridge the gap while creating a safe and secure environment in which individuals could defend themselves and freely pursue their dreams, regardless of background or origin.

By providing a voice to the individual, our message resonated throughout our communities and resulted in the opportunity to support the many. Today, LIS proudly supports missions around the globe for customers throughout the Intelligence Community (IC), Department of Defense (DoD), Civilian Agencies, and Law Enforcement Community, as well as State and Local Municipalities and Private and Commercial sector clients. Through organic growth and continued performance our core capabilities now include Language Support Services, Cybersecurity, Intelligence Analysis and Information Technology.

What started as a commitment to one, has grown into an incredible honor and a relentless pursuit towards giving opportunity and security to every citizen of the United States and our allies.

Our reward is supporting those we serve and the freedom and security we honorably and humbly help provide.

Our Competitive Advantage is our Experience

Since 1994, LIS has developed a strong core of contract-based clients ranging from federal, state and local government agencies to Fortune 500 companies. Some of our federal clients include:

Bureau of Public Debt	Document and Website Translation, American Sign Language, Onsite Interpretation, Cultural Consulting, Language Training
Centers of Medicare and Medicaid Services	Over the Phone Interpretation, Translation, DTP, 508 Compliance, Website and Document Localization, Consulting/Analysis
Defense Intelligence Agency	Translation, Transcription, DOCEX, DOMEX, OSINT, Counterintelligence, Counterespionage, Intel Analysis, Cybersecurity, Information Technology, Program Management, Screening, Triage, Workflow Coordination, QC
Executive Office for Immigration Review	Immigration Court Interpretation
Federal Bureau of Investigation	Document Translation, Interpretation, Cleared Linguistic Support Services and Title III Monitoring
Federal Department of Education	Document Translation, Onsite Interpretation
Federal Emergency Management Agency	Translation, Transcription, Interpretation, 508 Compliance, DTP



Immigration and Customs Enforcement	Title III Monitoring, Translation, Transcription, Interpretation, Telephonic Interpretation, Analysis, Logistics
INSCOM	CONUS and OCONUS Translation, Transcription and Interpretation Support, OCONUS Intelligence Analysis
Internal Revenue Services	American Sign Language
National Endowment for the Humanities	Document Translation, Onsite Interpretation
National Labor Relations Board	Document Translation, Onsite Interpretation
National Virtual Translation Center	Document Translation, DOCEX, DOMEX, Intelligence Analysis, Linguistic Support, QC Management
Securities and Exchange Commission	Document Translation, Onsite Interpretation, Transcription
Social Security Administration	Interpretation and Translation Services
U.S. Air Force	OCONUS Interpretation, Program Management and Cultural Consulting
U.S. Attorney's Office	Document Translation, Onsite Interpretation, Transcription
U.S. Bureau of Prisons	Onsite Interpretation, translation, transcription and monitoring
U.S. Citizenship and Immigration Services	Document and Website Translation, American Sign Language Services
U.S. Coast Guard	OCONUS Linguistic Support, Analytical Support, Cultural Consulting, Onsite Interpretation, Telephonic Interpretation
U.S. Customs and Border Patrol	Translation, Telephonic Interpretation, American Sign Language, Audio Equipment Management and Support
U.S. Fish and Wildlife Services	Document Translation, Desktop Publishing
U.S. Marine Corp Forces Special Operations Command	Language Instruction, Cultural Training, Role Player Support
U.S. Military Academy	Strategic Role Playing, Cultural Consulting, Language Training, Onsite Interpretation
U.S. Small Business Administration	Document Translation, Transcription
U.S. Special Operations Command	Language Instruction, Cultural Training
U.S. Navy (SEAPORT NxG)	Engineering and Program Management

TRANSLATION SERVICES:

LIS is committed to providing its clients with multilingual translation services that are accurate, clear and culturally and politically sensitive to the target audience. Our translators, editors and proofreaders are native speakers, hold at least a bachelor's degree, certified with a recognized agency, or language proficiency tested. They also have extensive training and work experience in specific subject matters and have 5 or more years of experience translating in a specified language pair.

Our project managers are assigned to maintain quality and objectivity. They are responsible for quality control, timely delivery of each project and client/translation team communication. They are certified in the latest language technologies and possess at least 5 years of project management experience and at least 2 years of experience within the language industry.



In addition to translation, LIS offers the following services:

Editing – Our editors will review your original source text as well as the text translated by another party. Comments and suggestions are made and if necessary, translations are changed to ensure accuracy and cultural sensitivity.

Proofreading – Our proofreaders will review your formatted and translated materials. They make certain that the translations are accurate, complete, and formatted correctly, without error, and provide a certification, if necessary.

Transcription – Our transcribers examine your source audio/video and record the text with precision.

Desktop Publishing (DTP) - Our DTP team is equipped with the latest PC and Mac hardware and software to provide any type of desired file formats and/or layouts including QuarkXPress, Adobe Illustrator and Photoshop, Microsoft Publisher and InDesign.

Web Design/Programming – Our programmers provide localization, coding and testing, if required

INTERPRETATION SERVICES:

Onsite Interpreting - LIS provides professional and experienced interpreters to assist with communication between English and non-English speakers. The role of the LIS interpreter is to provide consecutive or simultaneous oral interpretation that is accurate, clear and culturally sensitive. Our interpreters are highly qualified, extensively trained and professional. Each exemplifies our high standards within their specific field of expertise. LIS sets the bar in onsite interpretation employing graduate level language professionals. Our interpreters are certified with three or more years of simultaneous and/or consecutive experience.

Over the Phone Interpreting (OPI) - For just pennies a minute, you can speak with anyone around the world in one of 250 languages. LIS telephonic interpreters are available 24 hours a day, 7 days a week to offer you on-demand customer service, accurate and culturally sensitive interpretations, and expertise in your specific industry. Our telephonic interpreters are accredited and tested native speakers. They are available to assist you with your interpretation needs in any business niche, including legal, politico-military, financial, pharmaceutical, marketing, medical, and educational industries.

Video Remote Interpreting (VRI) - When onsite or over the phone interpretation is not an option, VRI is an ideal way to see and communicate with limited English proficient speakers. In seconds, LIS will connect you with a certified, professional interpreter that you can see and hear through your handheld device. Our secure and HIPAA compliant VRI technology service is available 24 hours a day, 7 days a week.



COMPREHENSIVE LINGUISTIC ANALYTICAL SUPPORT SERVICES:

In addition to translation, transcription and interpretation services, LIS provides the federal government with comprehensive language services in support of local, national, or global requirements that support the missions of military, law enforcement, homeland and national security organizations among others.

Services include but are not limited to:

- Collecting, translating/interpreting, transcribing and delivering mission related data;
- Performing data analysis;
- Cultural consulting;
- Role-playing;
- Title III monitoring and intercepts;
- Interview support, preparing related reports and assessments; forensic processing;
- Screening/gisting;
- Related project/program management and control for linguist screening and, recruitment;
- Logistical coordination;
- Site supervision and quality control of all related services.

Linguists with security clearances are included in the above-mentioned services.

SERVICES FOR THE VISUAL AND HEARING IMPAIRED:

Services under this SIN enhance the accessibility and availability of the spoken and written word by those who are visually and/or hearing impaired. Sign Language Services include:

- ASL/English;
- Manually Coded English;
- Pigeon Signed English (PSE);
- Contact Sign;
- International Sign.
- Closed Captioning;
- Voice-overs;
- Textbook or Audio Script Translation;
- Website (HTML) and Online Document Translation with typesetting services;
- Telephone Services (TDD and TTY);
- Deaf Interpreting;
- Tactile, and Cued English Transliteration. Braille;
- Text Adaptation;
- Section 508 Compliance.

PROFESSIONAL SERVICES - BUSINESS ADMINISTRATIVE SERVICES

LIS supports our customers with Management Consulting, as well as Business Program and Project Management Services. We provide operating solutions on administrative and management issues. This includes supporting our customers with relevant and effective multi-



disciplined intelligence information encompassing the full spectrum of the intelligence life cycle—Planning and Direction, Collection, Processing and Exploitation, Analysis and Production and Dissemination and Integration.

PRICING AND SERVICE DESCRIPTIONS:

TRANSLATION SERVICES:

Our services include but are not limited to the translation of business, legal, marketing, medical, multimedia (internet, audio and video), software localization and website localization.

Source Language	Target Language	Both To and From	Unit	Contractor or Customer Facility or Both	GSA Awarded Rates
Spanish	English	Yes	Word	Contractor Facility	0.15
Arabic	English	Yes	Word	Contractor Facility	0.22
Armenian	English	Yes	Word	Contractor Facility	0.22
Farsi	English	Yes	Word	Contractor Facility	0.22
French Creole	English	Yes	Word	Contractor Facility	0.22
French	English	Yes	Word	Contractor Facility	0.22
Hebrew	English	Yes	Word	Contractor Facility	0.22
Italian	English	Yes	Word	Contractor Facility	0.22
Mandarin	English	Yes	Word	Contractor Facility	0.22
Russian	English	Yes	Word	Contractor Facility	0.22
Turkish	English	Yes	Word	Contractor Facility	0.22
Urdu	English	Yes	Word	Contractor Facility	0.22
Dari	English	Yes	Word	Contractor Facility	0.22
Albanian	English	Yes	Word	Contractor Facility	0.24
Bengali	English	Yes	Word	Contractor Facility	0.24
German	English	Yes	Word	Contractor Facility	0.24
Greek	English	Yes	Word	Contractor Facility	0.24
Japanese	English	Yes	Word	Contractor Facility	0.24
Korean	English	Yes	Word	Contractor Facility	0.24
Polish	English	Yes	Word	Contractor Facility	0.24
Portuguese	English	Yes	Word	Contractor Facility	0.24

Punjabi	English	Yes	Word	Contractor Facility	0.24
Dutch	English	Yes	Word	Contractor Facility	0.26
Fulani	English	Yes	Word	Contractor Facility	0.26
Gujarati	English	Yes	Word	Contractor Facility	0.26
Hindi	English	Yes	Word	Contractor Facility	0.26
Hungarian	English	Yes	Word	Contractor Facility	0.26
Pashto	English	Yes	Word	Contractor Facility	0.26
Romanian	English	Yes	Word	Contractor Facility	0.26
Slovak	English	Yes	Word	Contractor Facility	0.26
Tagalog	English	Yes	Word	Contractor Facility	0.26
Thai	English	Yes	Word	Contractor Facility	0.26
Vietnamese	English	Yes	Word	Contractor Facility	0.26
Bosnian	English	Yes	Word	Contractor Facility	0.26
Aramaic	English	Yes	Word	Contractor Facility	0.26
Danish	English	Yes	Word	Contractor Facility	0.26
Hmong	English	Yes	Word	Contractor Facility	0.26
Ibo	English	Yes	Word	Contractor Facility	0.26
Ido	English	Yes	Word	Contractor Facility	0.26
Macedonian	English	Yes	Word	Contractor Facility	0.26
Serbo-Croatian	English	Yes	Word	Contractor Facility	0.26
Somali	English	Yes	Word	Contractor Facility	0.26
Twi	English	Yes	Word	Contractor Facility	0.26
Ukrainian	English	Yes	Word	Contractor Facility	0.26
Indonesian	English	Yes	Word	Contractor Facility	0.26
Burmese	English	Yes	Word	Contractor Facility	0.32
Cambodian	English	Yes	Word	Contractor Facility	0.32
Czech	English	Yes	Word	Contractor Facility	0.32
Hausa	English	Yes	Word	Contractor Facility	0.32
Tibetan	English	Yes	Word	Contractor Facility	0.32
Amharic	English	Yes	Word	Contractor Facility	0.32



Chin	English	Yes	Word	Contractor Facility	0.32
Kinyarwanda	English	Yes	Word	Contractor Facility	0.32
Nepali	English	Yes	Word	Contractor Facility	0.32
Kaya	English	Yes	Word	Contractor Facility	0.32
Sgaw Karen	English	Yes	Word	Contractor Facility	0.32
Swahili	English	Yes	Word	Contractor Facility	0.32
Tigrinya	English	Yes	Word	Contractor Facility	0.32
Khmer	English	Yes	Word	Contractor Facility	0.32
Lao	English	Yes	Word	Contractor Facility	0.32
Samoan	English	Yes	Word	Contractor Facility	0.32
Tongan	English	Yes	Word	Contractor Facility	0.32

Translation Services require 1,000 word minimum per project

TRANSCRIPTION SERVICES:

LIS’ transcription professional creates written records of audio and video recordings, meetings and live conversations. Their finished products must demonstrate clear formatting and easy-to-read content, which businesses often use for quick distribution of information.

Category	LIS Rates (Per Hour)
<i>Group 1</i> – English	\$40
<i>Group 2</i> – Spanish	\$55
<i>Group 3</i> – Chinese (Mandarin), Haitian Creole, Hindi, Polish	\$72
<i>Group 4</i> – Italian	\$70

CONSECUTIVE INTERPRETATION:

LIS’s consecutive interpreters provide consecutive interpreting involves a pause in language conversion: the client speaks in the source language, pausing at the end of each sentence. The interpreter converts the speech into the target language and delivers it to the audience. This process is repeated until the project is complete. This mode is used for Q & A of non-English speakers and requires more waiting time. It is ideal for legal proceedings like Examinations Before Trial (EBT’s).

Source Language	Target Language	Both To and From	Unit	Contractor or Customer Facility or Both	GSA Awarded Rates
Spanish	English	Yes	Hour	Both	50.00
French Creole	English	Yes	Hour	Both	69.00
French	English	Yes	Hour	Both	69.00
Hebrew	English	Yes	Hour	Both	69.00
Italian	English	Yes	Hour	Both	69.00
Polish	English	Yes	Hour	Both	69.00
Yiddish	English	Yes	Hour	Both	69.00
Albanian	English	Yes	Hour	Both	83.00
Arabic	English	Yes	Hour	Both	83.00
Armenian	English	Yes	Hour	Both	83.00
Bengali	English	Yes	Hour	Both	83.00
Cambodian	English	Yes	Hour	Both	83.00
Cantonese	English	Yes	Hour	Both	83.00
Czech	English	Yes	Hour	Both	83.00
Dutch	English	Yes	Hour	Both	83.00
Farsi	English	Yes	Hour	Both	83.00
Finnish	English	Yes	Hour	Both	83.00
Fuzhou	English	Yes	Hour	Both	83.00
Fulani	English	Yes	Hour	Both	83.00
German	English	Yes	Hour	Both	83.00
Greek	English	Yes	Hour	Both	83.00
Gujarat	English	Yes	Hour	Both	83.00
Hausa	English	Yes	Hour	Both	83.00
Hindi	English	Yes	Hour	Both	83.00
Hungarian	English	Yes	Hour	Both	83.00
Kikongo-Congolese (Fioti)	English	Yes	Hour	Both	83.00
Korean	English	Yes	Hour	Both	83.00
Mandarin	English	Yes	Hour	Both	83.00

Pashto	English	Yes	Hour	Both	83.00
Portuguese	English	Yes	Hour	Both	83.00
Russian	English	Yes	Hour	Both	83.00
Serbo-Croatian	English	Yes	Hour	Both	83.00
Slovak	English	Yes	Hour	Both	83.00
Swahili	English	Yes	Hour	Both	83.00
Swedish	English	Yes	Hour	Both	83.00
Teluga	English	Yes	Hour	Both	83.00
Thai	English	Yes	Hour	Both	83.00
Toisanese	English	Yes	Hour	Both	83.00
Turkish	English	Yes	Hour	Both	83.00
Urdu	English	Yes	Hour	Both	83.00
Dari	English	Yes	Hour	Both	83.00
Bambara	English	Yes	Hour	Both	81.00
Japanese	English	Yes	Hour	Both	81.00
Lithuanian	English	Yes	Hour	Both	81.00
Macedonian	English	Yes	Hour	Both	81.00
Malayalam	English	Yes	Hour	Both	81.00
Mandingo	English	Yes	Hour	Both	81.00
Tagalog	English	Yes	Hour	Both	81.00
Twi	English	Yes	Hour	Both	81.00
Vietnamese	English	Yes	Hour	Both	81.00
Wolof	English	Yes	Hour	Both	81.00
Yoruba	English	Yes	Hour	Both	81.00
American Sign Language	English	Yes	Hour	Both	90.00

2-hour minimum applies for all languages except American Sign Language which has a 3-hour minimum



SIMULTANEOUS INTERPRETATION:

LIS’s simultaneous interpreters provide simultaneous interpreting which is real-time interpreting: clients speak naturally, without pause in the source language. The interpreter converts the speech into the target language and delivers it to the audience using audio equipment in real-time, voices overlapping. Simultaneous interpreting is the only way to provide a running rendition of everything said by a speaker without requiring the speaker to stop after every sentence. It is designed for a large audience and public speakers.

Source Language	Target Language	Both To and From	Unit	Contractor or Customer Facility or Both	GSA Awarded Rates
Spanish	English	Yes	Hour	Both	70.00
French	English	Yes	Hour	Both	75.00
Polish	English	Yes	Hour	Both	95.00
Russian	English	Yes	Hour	Both	100.00
Hindi	English	Yes	Hour	Both	100.00
Italian	English	Yes	Hour	Both	100.00
Ukrainian	English	Yes	Hour	Both	105.00
Haitian Creole	English	Yes	Hour	Both	105.00
Serbo-Croatian	English	Yes	Hour	Both	105.00
Romanian	English	Yes	Hour	Both	105.00
Punjabi	English	Yes	Hour	Both	105.00
Albanian	English	Yes	Hour	Both	105.00
Portuguese	English	Yes	Hour	Both	105.00
Greek	English	Yes	Hour	Both	105.00
Hebrew	English	Yes	Hour	Both	105.00
Arabic	English	Yes	Hour	Both	110.00
Bengali	English	Yes	Hour	Both	110.00
Chinese (Cantonese/Mandarin)	English	Yes	Hour	Both	110.00
Urdu	English	Yes	Hour	Both	110.00
Korean	English	Yes	Hour	Both	110.00
Dutch	English	Yes	Hour	Both	110.00
Farsi	English	Yes	Hour	Both	110.00

Fuzhou	English	Yes	Hour	Both	110.00
German	English	Yes	Hour	Both	110.00
Slovak	English	Yes	Hour	Both	110.00
Somali	English	Yes	Hour	Both	110.00
Swedish	English	Yes	Hour	Both	110.00
Dari	English	Yes	Hour	Both	110.00
Twi	English	Yes	Hour	Both	115.00
Soninke	English	Yes	Hour	Both	115.00
Pashto	English	Yes	Hour	Both	115.00
Japanese	English	Yes	Hour	Both	115.00
Vietnamese	English	Yes	Hour	Both	115.00
Turkish	English	Yes	Hour	Both	115.00
Armenian	English	Yes	Hour	Both	115.00
Wolof	English	Yes	Hour	Both	115.00
Yiddish	English	Yes	Hour	Both	115.00
Romani	English	Yes	Hour	Both	115.00
Luganda	English	Yes	Hour	Both	115.00
Burmese	English	Yes	Hour	Both	120.00
Mandingo	English	Yes	Hour	Both	120.00
Tibetan	English	Yes	Hour	Both	120.00
Fulani	English	Yes	Hour	Both	120.00
Hungarian	English	Yes	Hour	Both	120.00
Thai	English	Yes	Hour	Both	120.00
Bambara	English	Yes	Hour	Both	120.00
Cambodian	English	Yes	Hour	Both	120.00
Czech	English	Yes	Hour	Both	120.00
Ga	English	Yes	Hour	Both	120.00
Hausa	English	Yes	Hour	Both	120.00
Ibo	English	Yes	Hour	Both	120.00
Lithuanian	English	Yes	Hour	Both	120.00



Macedonian	English	Yes	Hour	Both	120.00
Swahili	English	Yes	Hour	Both	120.00
Malayalam	English	Yes	Hour	Both	120.00
Tagalog	English	Yes	Hour	Both	120.00
Telegu	English	Yes	Hour	Both	120.00
Yoruba	English	Yes	Hour	Both	120.00

*2-hour minimum applies for all languages
2-persons per language is required*

CERTIFIED INTERPRETER:

ATA Certified Linguist

LIS’ ATA Certified linguist is credentialed by the American Translators Association and has tested and passed the certification exam relating to professional translation skills.

Federal Court Certified Spanish Interpreter

LIS’ Federal Court Certified Spanish Interpreter is a certified interpreter in the Spanish language that has passed the Administrative Office certification examination for the federal court. Certified per the person's ability to accurately perform simultaneous as well as consecutive interpretation and sight translations as encountered in the federal courts.

Services	Target Language	Both To and From	Unit	Contractor or Customer Facility or Both	GSA Awarded Rates
ATA Certified Interpreter			Hour	Both	197.48
Spanish (Federal Court Certified Interpreter)	English	Yes	Hour	Both	135.00

LINGUISTIC ANALYTICAL SUPPORT:

Linguist I Non-Cleared – Linguistic Analytical Support

LIS provides the federal government with staff that are non-cleared to provide comprehensive language services in support of local, national, or global requirements that support the missions of military, law enforcement, homeland and national security organizations among others. Services include but are not limited to: Collecting, translating/interpreting and delivering mission related data; performing data analysis; cultural consulting; role-playing; Title III monitoring and intercepts; interview support, preparing related reports and assessments; forensic processing; screening/gisting; related project/program management and control for linguist screening and recruitment; logistical coordination; site supervision and quality control of all related services.



Linguist II Secret – Linguistic Analytical Support

LIS provides the federal government with staff holding a Secret Clearance for comprehensive language services in support of local, national, or global requirements that support the missions of military, law enforcement, homeland and national security organizations among others. Services include but are not limited to: Collecting, translating/interpreting and delivering mission related data; performing data analysis; cultural consulting; role-playing; Title III monitoring and intercepts; interview support, preparing related reports and assessments; forensic processing; screening/gisting; related project/program management and control for linguist screening and, recruitment; logistical coordination; site supervision and quality control of all related services.

Linguist III Top Secret – Linguistic Analytical Support

LIS provides the federal government with staff holding a Top-Secret Clearance to provide comprehensive language services in support of local, national, or global requirements that support the missions of military, law enforcement, homeland and national security organizations among others. Services include but are not limited to: Collecting, translating/interpreting and delivering mission related data; performing data analysis; cultural consulting; role-playing; Title III monitoring and intercepts; interview support, preparing related reports and assessments; forensic processing; screening/gisting; related project/program management and control for linguist screening and, recruitment; logistical coordination; site supervision and quality control of all related services.

Services	Both To and From	Unit	Contractor or Customer Facility or Both	GSA Awarded Rates
Linguist I Non-Cleared	Yes	Hour	Both	80.00
Linguist II Secret	Yes	Hour	Both	100.00
Linguist III Top Secret	Yes	Hour	Both	105.00

AMERICAN SIGN LANGUAGE:

ASL - Services for Visually and Hearing Impaired

LIS’s ASL interpreters provide service for visually and hearing-impaired individuals including ASL/English; Manually Coded English; ↯ Pigeon Signed English (PSE); Contact Sign; International Sign.

Source Language	Target Language	Both To and From	Unit	Contractor or Customer Facility or Both	GSA Awarded Rates
ASL	English	Yes	Hour	Both	90.00

3-hour minimum applies for all ASL assignments



DESKTOP PUBLISHING SERVICES:

Category	LIS Rates (Per Hour)
<i>Group I</i> – DTP	\$50

TELEPHONE INTERPRETATION SERVICES:

Category – Telephone Interpretation	LIS Rates (Per Minute)
Arabic, Albanian, Croatian, Spanish, Punjabi, Bengali, Korean, Polish, Cantonese, Mandarin, Russian, French, French Creole, Urdu, Polish, Romanian, Tagalog, Greek, Cambodian, Italian, Japanese, Mandinka, Sinhalese, Tamil, Vietnamese, Hungarian, Wolof, Bangladeshi, Farsi, Portuguese, Hindi, Turkish, Pashtu, Chinese (Toishanese)	\$1.39

SIN 541611 LABOR RATES:

Labor Category	COVERAGE AREA	GSA PRICE	UNIT
All Source Analyst- Junior	Worldwide	\$60.77	Hour
All Source Analyst- Mid	Worldwide	\$78.65	Hour
All Source Analyst- Senior	Worldwide	\$94.55	Hour
All Source Analyst- Expert	Worldwide	\$106.65	Hour
Counterterrorism / Insurgency Analyst- Junior	Worldwide	\$59.07	Hour
Counterterrorism / Insurgency Analyst Mid	Worldwide	\$70.74	Hour
Counterterrorism / Insurgency Analyst- Senior	Worldwide	\$94.14	Hour
Counterterrorism / Insurgency Analyst- Expert	Worldwide	\$116.58	Hour
Geospatial Analyst - Junior	Worldwide	\$51.51	Hour
Geospatial Analyst - Mid	Worldwide	\$62.33	Hour
Geospatial Analyst - Senior	Worldwide	\$88.83	Hour
Geospatial Analyst- Expert	Worldwide	\$122.31	Hour
Logistics / Transportation Analyst - Junior	Worldwide	\$51.51	Hour
Logistics / Transportation Analyst - Mid	Worldwide	\$62.33	Hour
Logistics / Transportation Analyst - Senior	Worldwide	\$88.83	Hour
Logistics / Transportation Analyst- Expert	Worldwide	\$122.31	Hour
Open Source Analyst - Junior	Worldwide	\$50.83	Hour
Open Source Analyst - Mid	Worldwide	\$61.60	Hour
Open Source Analyst - Senior	Worldwide	\$79.86	Hour
Open Source Analyst- Expert	Worldwide	\$110.55	Hour
Social Network Analyst - Junior	Worldwide	\$59.96	Hour



Social Network Analyst - Mid	Worldwide	\$66.63	Hour
Social Network Analyst - Senior	Worldwide	\$73.80	Hour
Social Network Analyst- Expert	Worldwide	\$89.39	Hour
Socio-Cultural Analyst - Junior	Worldwide	\$54.59	Hour
Socio-Cultural Analyst - Mid	Worldwide	\$65.10	Hour
Socio-Cultural Analyst - Senior	Worldwide	\$75.13	Hour
Socio-Cultural Analyst- Expert	Worldwide	\$95.77	Hour
Targeting Analyst - Junior	Worldwide	\$68.54	Hour
Targeting Analyst - Mid	Worldwide	\$79.26	Hour
Targeting Analyst - Senior	Worldwide	\$92.03	Hour
Targeting Analyst- Expert	Worldwide	\$102.31	Hour
Threat Finance Analyst - Junior	Worldwide	\$46.00	Hour
Threat Finance Analyst - Mid	Worldwide	\$51.75	Hour
Threat Finance Analyst - Senior	Worldwide	\$66.57	Hour
Threat Finance Analyst- Expert	Worldwide	\$83.37	Hour
Warning Analyst - Junior	Worldwide	\$56.73	Hour
Warning Analyst - Mid	Worldwide	\$66.93	Hour
Warning Analyst - Senior	Worldwide	\$89.64	Hour
Warning Analyst- Expert	Worldwide	\$107.23	Hour
Watchlist Analyst - Junior	Worldwide	\$51.51	Hour
Watchlist Analyst - Mid	Worldwide	\$62.33	Hour
Watchlist Analyst - Senior	Worldwide	\$88.83	Hour
Watchlist Analyst- Expert	Worldwide	\$122.31	Hour
CI Specialist- Junior	Worldwide	\$70.33	Hour
CI Specialist- Mid	Worldwide	\$80.97	Hour
CI Specialist- Senior	Worldwide	\$94.58	Hour
CI Specialist- Expert	Worldwide	\$115.64	Hour
Collection Manager- Junior	Worldwide	\$60.73	Hour
Collection Manager- Mid	Worldwide	\$71.11	Hour
Collection Manager- Senior	Worldwide	\$83.22	Hour
Collection Manager- Expert	Worldwide	\$101.37	Hour
Collection Operations Manager- Junior	Worldwide	\$66.77	Hour
Collection Operations Manager- Mid	Worldwide	\$79.63	Hour
Collection Operations Manager- Senior	Worldwide	\$94.22	Hour
Collection Operations Manager- Expert	Worldwide	\$120.10	Hour



SIN 541611 LABOR CATEGORY DESCRIPTIONS

LABOR CATEGORY	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS EXPERIENCE
All Source Analyst-Junior	Conducts analysis using intelligence and information from multiple sources to assess, interpret, forecast, and explain a range of national security issues and developments that are regional or functional in nature. Provides all-source analytic support to collections, operations, investigations, and other defense intelligence analytic requirements.	Bachelors	3
All Source Analyst-Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts analysis using intelligence and information from multiple sources to assess, interpret, forecast, and explain a range of national security issues and developments that are regional or functional in nature. Provides all-source analytic support to collections, operations, investigations, and other defense intelligence analytic requirements.	Bachelors	8
All Source Analyst-Senior	Conducts analysis using intelligence and information from multiple sources to assess, interpret, forecast, and explain a range of national security issues and developments that are regional or functional in nature. Provides all-source analytic support to collections, operations, investigations, and other defense intelligence analytic requirements. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.	Masters	12
All Source Analyst-Expert	Conducts analysis using intelligence and information from multiple sources to asses, interpret, forecast, and explain a range of national security issues and developments that are regional or functional in nature. Provides all-source analytic support to collections, operations, investigations, and other defense intelligence analytic requirements. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Counterterrorism / Insurgency Analyst-Junior	Produces IC-coordinated all-source intelligence analytic products on non-state actors such as terrorist and insurgency groups and their activities worldwide. Analysis includes, but is not limited to, identifying, exposing, and exploiting terrorist / insurgent planning, operations, vulnerabilities; chemical, biological, radiological, nuclear, and explosives (CBRNE) terrorist tactics, techniques and procedures (TTPs); provide warning; and pattern of life and network development analysis. Provides analytic support to counterterrorism and counter insurgency operations to include operating 24 / 7 warning activities and Document and Media Exploitation (DOMEX). Supports the tracking, identifying, entering, and management of identify information on known or suspected terrorists as well as nominating identities as terrorist threats.	Bachelors	3
Counterterrorism / Insurgency Analyst Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Produces IC-coordinated all-source intelligence analytic products on non-state actors such	Bachelors	8

	as terrorist and insurgency groups and their activities worldwide. Analysis includes, but is not limited to, identifying, exposing, and exploiting terrorist / insurgent planning, operations, vulnerabilities; chemical, biological, radiological, nuclear, and explosives (CBRNE) terrorist tactics, techniques and procedures (TTPs); provide warning; and pattern of life and network development analysis. Provides analytic support to counterterrorism and counter insurgency operations to include operating 24 / 7 warning activities and Document and Media Exploitation (DOMEX). Supports the tracking, identifying, entering, and management of identify information on known or suspected terrorists as well as nominating identities as terrorist threats.		
Counterterrorism / Insurgency Analyst-Senior	Produces IC-coordinated all-source intelligence analytic products on non-state actors such as terrorist and insurgency groups and their activities worldwide. Analysis includes, but is not limited to, identifying, exposing, and exploiting terrorist / insurgent planning, operations, vulnerabilities; chemical, biological, radiological, nuclear, and explosives (CBRNE) terrorist tactics, techniques and procedures (TTPs); provide warning; and pattern of life and network development analysis. Provides analytic support to counterterrorism and counter insurgency operations to include operating 24 / 7 warning activities and Document and Media Exploitation (DOMEX). Supports the tracking, identifying, entering, and management of identify information on known or suspected terrorists as well as nominating identities as terrorist threats. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.	Masters	12
Counterterrorism / Insurgency Analyst-Expert	Produces IC-coordinated all-source intelligence analytic products on non-state actors such as terrorist and insurgency groups and their activities worldwide. Analysis includes, but is not limited to, identifying, exposing, and exploiting terrorist / insurgent planning, operations, vulnerabilities; chemical, biological, radiological, nuclear, and explosives (CBRNE) terrorist tactics, techniques and procedures (TTPs); provide warning; and pattern of life and network development analysis. Provides analytic support to counterterrorism and counter insurgency operations to include operating 24 / 7 warning activities and Document and Media Exploitation (DOMEX). Supports the tracking, identifying, entering, and management of identify information on known or suspected terrorists as well as nominating identities as terrorist threats. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Geospatial Analyst - Junior	Conducts geospatial analysis of objects, networks, and persons using geospatial tools, methodologies, spatial-temporal data, imagery, social and physical sciences. Exploits imagery, vector, and other data types to include non-geospatially correlated data to locate, identify, and map objects in the spatial domain. Provides analysis on, but is not limited to, terrain mapping, route planning, and maritime geospatial activity.	Bachelors	3
Geospatial Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts geospatial analysis of objects, networks, and persons using geospatial tools, methodologies, spatial-temporal data, imagery, social and physical sciences. Exploits imagery, vector, and other data types to include non-geospatially correlated data to locate, identify, and map objects in the spatial domain.	Bachelors	8

	Provides analysis on, but is not limited to, terrain mapping, route planning, and maritime geospatial activity.		
Geospatial Analyst - Senior	Conducts geospatial analysis of objects, networks, and persons using geospatial tools, methodologies, spatial-temporal data, imagery, social and physical sciences. Exploits imagery, vector, and other data types to include non-geospatially correlated data to locate, identify, and map objects in the spatial domain. Provides analysis on, but is not limited to, terrain mapping, route planning, and maritime geospatial activity. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.	Masters	12
Geospatial Analyst-Expert	Conducts geospatial analysis of objects, networks, and persons using geospatial tools, methodologies, spatial-temporal data, imagery, social and physical sciences. Exploits imagery, vector, and other data types to include non-geospatially correlated data to locate, identify, and map objects in the spatial domain. Provides analysis on, but is not limited to, terrain mapping, route planning, and maritime geospatial activity. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Logistics / Transportation Analyst - Junior	Conducts all-source analytic production on foreign logistics infrastructure facilities and networks associated with strategic mobility, sustainability, planning, and operations. Analytic topics include, but not limited to, roads, rail, inland waterway ports, depots, maintenance facilities and waterways to determine the physical characteristics, capacity, and vulnerabilities. Publishes vulnerability assessments of worldwide transportation and logistics control and automation systems. Conducts analysis of foreign military logistics systems, both conventional and non-conventional, from the command and organization structure, to storage and distribution networks.	Bachelors	3
Logistics / Transportation Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source analytic production on foreign logistics infrastructure facilities and networks associated with strategic mobility, sustainability, planning, and operations. Analytic topics include, but not limited to, roads, rail, inland waterway ports, depots, maintenance facilities and waterways to determine the physical characteristics, capacity, and vulnerabilities. Publishes vulnerability assessments of worldwide transportation and logistics control and automation systems. Conducts analysis of foreign military logistics systems, both conventional and non-conventional, from the command and organization structure, to storage and distribution networks.	Bachelors	8
Logistics / Transportation Analyst - Senior	Conducts all-source analytic production on foreign logistics infrastructure facilities and networks associated with strategic mobility, sustainability, planning, and operations. Analytic topics include, but not limited to, roads, rail, inland waterway ports, depots, maintenance facilities and waterways to determine the physical characteristics, capacity, and vulnerabilities. Publishes vulnerability assessments of worldwide transportation and logistics control and automation systems. Conducts analysis of foreign military logistics systems, both conventional and non-conventional, from the command and organization structure, to storage and distribution networks. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent	Masters	12



	arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.		
Logistics / Transportation Analyst- Expert	Conducts all-source analytic production on foreign logistics infrastructure facilities and networks associated with strategic mobility, sustainability, planning, and operations. Analytic topics include, but not limited to, roads, rail, inland waterway ports, depots, maintenance facilities and waterways to determine the physical characteristics, capacity, and vulnerabilities. Publishes vulnerability assessments of worldwide transportation and logistics control and automation systems. Conducts analysis of foreign military logistics systems, both conventional and non-conventional, from the command and organization structure, to storage and distribution networks. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Open Source Analyst - Junior	Conducts all-source analytic production on sources and products of information available from public, private, and U.S. and foreign Government open source materials within established security protocols. Analyzes foreign and domestic-based publicly available information to identify trends, patterns, and relationships that provide unique insight to address defense intelligence requirements.	Bachelors	3
Open Source Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source analytic production on sources and products of information available from public, private, and U.S. and foreign Government open source materials within established security protocols. Analyzes foreign and domestic-based publicly available information to identify trends, patterns, and relationships that provide unique insight to address defense intelligence requirements.	Bachelors	8
Open Source Analyst - Senior	Conducts all-source analytic production on sources and products of information available from public, private, and U.S. and foreign Government open source materials within established security protocols. Analyzes foreign and domestic-based publicly available information to identify trends, patterns, and relationships that provide unique insight to address defense intelligence requirements. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.	Masters	12
Open Source Analyst- Expert	Conducts all-source analytic production on sources and products of information available from public, private, and U.S. and foreign Government open source materials within established security protocols. Analyzes foreign and domestic-based publicly available information to identify trends, patterns, and relationships that provide unique insight to address defense intelligence requirements. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Social Network Analyst - Junior	Conducts all-source in-depth link and social networks analysis using advanced social network analysis techniques. Assesses opportunities to disrupt or degrade networks as appropriate. Assesses information gaps and	Bachelors	3



	predicts areas of information that enhance the collection cycle, based on collection strategies and Requests for Information (RFI).		
Social Network Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source in-depth link and social networks analysis using advanced social network analysis techniques. Assesses opportunities to disrupt or degrade networks as appropriate. Assesses information gaps and predicts areas of information that enhance the collection cycle, based on collection strategies and Requests for Information (RFI).	Bachelors	8
Social Network Analyst - Senior	Conducts all-source in-depth link and social networks analysis using advanced social network analysis techniques. Assesses opportunities to disrupt or degrade networks as appropriate. Assesses information gaps and predicts areas of information that enhance the collection cycle, based on collection strategies and Requests for Information (RFI). Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.	Masters	12
Social Network Analyst- Expert	Conducts all-source in-depth link and social networks analysis using advanced social network analysis techniques. Assesses opportunities to disrupt or degrade networks as appropriate. Assesses information gaps and predicts areas of information that enhance the collection cycle, based on collection strategies and Requests for Information (RFI). Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Socio-Cultural Analyst - Junior	Conducts all-source analytic production of socio-cultural elements within a region, human terrain, and human geography. Analysis includes, but is not limited, to religious, linguistic, ethnic, social, tribal, and occupational domains with respect to geography and resources to characterize the dynamics of groups of people worldwide. Incorporates expertise sociology, cultural anthropology, demography, psychology, geography, economics, and political science.	Bachelors	3
Socio-Cultural Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source analytic production of socio-cultural elements within a region, human terrain, and human geography. Analysis includes, but is not limited, to religious, linguistic, ethnic, social, tribal, and occupational domains with respect to geography and resources to characterize the dynamics of groups of people worldwide. Incorporates expertise sociology, cultural anthropology, demography, psychology, geography, economics, and political science.	Bachelors	8
Socio-Cultural Analyst - Senior	Conducts all-source analytic production of socio-cultural elements within a region, human terrain, and human geography. Analysis includes, but is not limited, to religious, linguistic, ethnic, social, tribal, and occupational domains with respect to geography and resources to characterize the dynamics of groups of people worldwide. Incorporates expertise sociology, cultural anthropology, demography, psychology, geography, economics, and political science. Demonstrate mastery of qualitative and quantitative	Masters	12

	analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.		
Socio-Cultural Analyst- Expert	Conducts all-source analytic production of socio-cultural elements within a region, human terrain, and human geography. Analysis includes, but is not limited, to religious, linguistic, ethnic, social, tribal, and occupational domains with respect to geography and resources to characterize the dynamics of groups of people worldwide. Incorporates expertise sociology, cultural anthropology, demography, psychology, geography, economics, and political science. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Targeting Analyst - Junior	Develops targets and target systems for joint lethal and / or non-lethal engagements. Develops target nominations, creates database records, and databases target intelligence products. Produces all-source analytic damage estimates and battle damage assessments and assists with combat assessment requirements. Conducts collateral damage estimation, performs target list management, target strategy development, and provides joint target intelligence support to deliberate and dynamic target engagements. Provides recommendations for target prioritization to achieve commander objectives for plans and operations. Provides database nominations, creates and updates database and uploads TMs into databases.	Bachelors	3
Targeting Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Develops targets and target systems for joint lethal and / or non-lethal engagements. Develops target nominations, creates database records, and databases target intelligence products. Produces all-source analytic damage estimates and battle damage assessments and assists with combat assessment requirements. Conducts collateral damage estimation, performs target list management, target strategy development, and provides joint target intelligence support to deliberate and dynamic target engagements. Provides recommendations for target prioritization to achieve commander objectives for plans and operations. Provides database nominations, creates and updates database and uploads TMs into databases.	Bachelors	8
Targeting Analyst - Senior	Develops targets and target systems for joint lethal and / or non-lethal engagements. Develops target nominations, creates database records, and databases target intelligence products. Produces all-source analytic damage estimates and battle damage assessments and assists with combat assessment requirements. Conducts collateral damage estimation, performs target list management, target strategy development, and provides joint target intelligence support to deliberate and dynamic target engagements. Provides recommendations for target prioritization to achieve commander objectives for plans and operations. Provides database nominations, creates and updates database and uploads TMs into databases. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.	Masters	12
Targeting Analyst- Expert	Develops targets and target systems for joint lethal and / or non-lethal engagements. Develops target nominations, creates database records, and databases target intelligence products. Produces all-source analytic damage	Masters	20



	<p>estimates and battle damage assessments and assists with combat assessment requirements. Conducts collateral damage estimation, performs target list management, target strategy development, and provides joint target intelligence support to deliberate and dynamic target engagements. Provides recommendations for target prioritization to achieve commander objectives for plans and operations. Provides database nominations, creates and updates database and uploads TMs into databases. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).</p>		
Threat Finance Analyst - Junior	<p>Conducts all-source forensic accounting analysis and production, by fusing financial/transactional data from formal banking systems, financial reports, and other forms of reporting. Analyzes specific foreign financial activities including threat financiers, facilitators, and financial networks / operations associated with, but not limited to, terrorism, CD, narco-terrorism, counterintelligence, insurgency, proliferation, and operational activity which threatens US national security interests. Aggregates and fuses multi-modal transactional data and identity. Maps and performs analysis of financial data from formal banking systems, financial reports, and informal transfer means. Prepares and integrates financial data from all available sources including, but not limited to, SIGINT intercepts; HUMINT; Law Enforcement Foreign Intelligence Surveillance Act (FISA), search warrants and subpoenas; DOMEX, and shared data such as Bank Secrecy Act, formal banking system, Suspicious Activities Reports, and informal systems. Understands payment relationships, revenue-generation, and money-laundering methods. Applies statistical techniques including flows analysis, visualizations, and geospatial analysis tools to bulk and raw transactional data. Applies pattern analysis to large data sets. Applies intelligence collection requirements, essential elements of information, priority intelligence requirements, and search terms to DOMEX triage processes. Applies data engineering to interface with structured data and data forensics tools.</p>	Bachelors	3
Threat Finance Analyst - Mid	<p>Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source forensic accounting analysis and production, by fusing financial/transactional data from formal banking systems, financial reports, and other forms of reporting. Analyzes specific foreign financial activities including threat financiers, facilitators, and financial networks / operations associated with, but not limited to, terrorism, CD, narco-terrorism, counterintelligence, insurgency, proliferation, and operational activity which threatens US national security interests. Aggregates and fuses multi-modal transactional data and identity. Maps and performs analysis of financial data from formal banking systems, financial reports, and informal transfer means. Prepares and integrates financial data from all available sources including, but not limited to, SIGINT intercepts; HUMINT; Law Enforcement Foreign Intelligence Surveillance Act (FISA), search warrants and subpoenas; DOMEX, and shared data such as Bank Secrecy Act, formal banking system, Suspicious Activities Reports, and informal systems. Understands payment relationships, revenue-generation, and money-laundering methods. Applies statistical techniques including flows analysis, visualizations, and geospatial analysis tools to bulk and raw transactional data. Applies pattern analysis to large data sets. Applies intelligence collection requirements, essential elements of information, priority intelligence requirements, and search terms to DOMEX triage processes. Applies data engineering to interface with structured data and data forensics tools.</p>	Bachelors	8



<p>Threat Finance Analyst - Senior</p>	<p>Conducts all-source forensic accounting analysis and production, by fusing financial/transactional data from formal banking systems, financial reports, and other forms of reporting. Analyzes specific foreign financial activities including threat financiers, facilitators, and financial networks / operations associated with, but not limited to, terrorism, CD, narco-terrorism, counterintelligence, insurgency, proliferation, and operational activity which threatens US national security interests. Aggregates and fuses multi-modal transactional data and identity. Maps and performs analysis of financial data from formal banking systems, financial reports, and informal transfer means. Prepares and integrates financial data from all available sources including, but not limited to, SIGINT intercepts; HUMINT; Law Enforcement Foreign Intelligence Surveillance Act (FISA), search warrants and subpoenas; DOMEX, and shared data such as Bank Secrecy Act, formal banking system, Suspicious Activities Reports, and informal systems. Understands payment relationships, revenue-generation, and money-laundering methods. Applies statistical techniques including flows analysis, visualizations, and geospatial analysis tools to bulk and raw transactional data. Applies pattern analysis to large data sets. Applies intelligence collection requirements, essential elements of information, priority intelligence requirements, and search terms to DOMEX triage processes. Applies data engineering to interface with structured data and data forensics tools. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.</p>	<p>Masters</p>	<p>12</p>
<p>Threat Finance Analyst- Expert</p>	<p>Conducts all-source forensic accounting analysis and production, by fusing financial/transactional data from formal banking systems, financial reports, and other forms of reporting. Analyzes specific foreign financial activities including threat financiers, facilitators, and financial networks / operations associated with, but not limited to, terrorism, CD, narco-terrorism, counterintelligence, insurgency, proliferation, and operational activity which threatens US national security interests. Aggregates and fuses multi-modal transactional data and identity. Maps and performs analysis of financial data from formal banking systems, financial reports, and informal transfer means. Prepares and integrates financial data from all available sources including SIGINT intercepts; HUMINT; Law Enforcement Foreign Intelligence Surveillance Act (FISA), search warrants and subpoenas; DOMEX, and shared data such as Bank Secrecy Act, formal banking system, Suspicious Activities Reports, and informal systems. Understands payment relationships, revenue-generation, and money-laundering methods. Applies statistical techniques including flows analysis, visualizations, and geospatial analysis tools to bulk and raw transactional data. Applies pattern analysis to large data sets. Applies intelligence collection requirements, essential elements of information, priority intelligence requirements, and search terms to DOMEX triage processes. Applies data engineering to interface with structured data and data forensics tools. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).</p>	<p>Masters</p>	<p>20</p>
<p>Warning Analyst - Junior</p>	<p>Conducts all-source intelligence production to identify threats to U.S. interests including, but not limited to, Defense Critical Infrastructure, and strategic warning to defense and national security policy makers; mitigating surprise and supports shaping strategic outcomes; guiding the development of U.S. defense capabilities; identifying and analyzing defense-related economic, social, political, scientific and technological trends; and executing directed tasks supporting the DCIP, Defense Foreign Material Program,</p>	<p>Bachelors</p>	<p>3</p>



	DoD Analytic Agenda, Defense Acquisition System, and Technology Security Program.		
Warning Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source intelligence production to identify threats to U.S. interests including, but not limited to, Defense Critical Infrastructure, and strategic warning to defense and national security policy makers; mitigating surprise and supports shaping strategic outcomes; guiding the development of U.S. defense capabilities; identifying and analyzing defense-related economic, social, political, scientific and technological trends; and executing directed tasks supporting the DCIP, Defense Foreign Material Program, DoD Analytic Agenda, Defense Acquisition System, and Technology Security Program.	Bachelors	8
Warning Analyst - Senior	Conducts all-source intelligence production to identify threats to U.S. interests including, but not limited to, Defense Critical Infrastructure, and strategic warning to defense and national security policy makers; mitigating surprise and supports shaping strategic outcomes; guiding the development of U.S. defense capabilities; identifying and analyzing defense-related economic, social, political, scientific and technological trends; and executing directed tasks supporting the DCIP, Defense Foreign Material Program, DoD Analytic Agenda, Defense Acquisition System, and Technology Security Program. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.	Masters	12
Warning Analyst-Expert	Conducts all-source intelligence production to identify threats to U.S. interests including, but not limited to, Defense Critical Infrastructure, and strategic warning to defense and national security policy makers; mitigating surprise and supports shaping strategic outcomes; guiding the development of U.S. defense capabilities; identifying and analyzing defense-related economic, social, political, scientific and technological trends; and executing directed tasks supporting the DCIP, Defense Foreign Material Program, DoD Analytic Agenda, Defense Acquisition System, and Technology Security Program. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Watchlist Analyst - Junior	Perform all-source intelligence analysis of DoD datasets to identify and nominate known or suspected terrorist into the National Terrorist Watch listing system. Develops DoD recommendations for the no-fly, selectee, or other national terrorist watch lists as appropriate, to fulfill the DoD component of Homeland Security Presidential Directives (HSPDs) 6 and 11 and reviews DoD datasets for identifying information of Known or Suspected Terrorists; and identifies, prioritizes, and records information from DoD datasets as specified by the Government. Produces analytic reports using DIA's Watch listing Data Organizer (WATCHDOG) and / or other internal DIA production tools. Prepares reports for dissemination by methods specified by the Government.	Bachelors	3
Watchlist Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Perform all-source	Bachelors	8



	<p>intelligence analysis of DoD datasets to identify and nominate known or suspected terrorist into the National Terrorist Watch listing system. Develops DoD recommendations for the no-fly, selectee, or other national terrorist watch lists as appropriate, to fulfill the DoD component of Homeland Security Presidential Directives (HSPDs) 6 and 11 and reviews DoD datasets for identifying information of Known or Suspected Terrorists; and identifies, prioritizes, and records information from DoD datasets as specified by the Government. Produces analytic reports using DIA's Watch listing Data Organizer (WATCHDOG) and / or other internal DIA production tools. Prepares reports for dissemination by methods specified by the Government.</p>		
Watchlist Analyst - Senior	<p>Perform all-source intelligence analysis of DoD datasets to identify and nominate known or suspected terrorist into the National Terrorist Watch listing system. Develops DoD recommendations for the no-fly, selectee, or other national terrorist watch lists as appropriate, to fulfill the DoD component of Homeland Security Presidential Directives (HSPDs) 6 and 11 and reviews DoD datasets for identifying information of Known or Suspected Terrorists; and identifies, prioritizes, and records information from DoD datasets as specified by the Government. Produces analytic reports using DIA's Watch listing Data Organizer (WATCHDOG) and / or other internal DIA production tools. Prepares reports for dissemination by methods specified by the Government. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.</p>	Masters	12
Watchlist Analyst- Expert	<p>Perform all-source intelligence analysis of DoD datasets to identify and nominate known or suspected terrorist into the National Terrorist Watch listing system. Develops DoD recommendations for the no-fly, selectee, or other national terrorist watch lists as appropriate, to fulfill the DoD component of Homeland Security Presidential Directives (HSPDs) 6 and 11 and reviews DoD datasets for identifying information of Known or Suspected Terrorists; and identifies, prioritizes, and records information from DoD datasets as specified by the Government. Produces analytic reports using DIA's Watch listing Data Organizer (WATCHDOG) and / or other internal DIA production tools. Prepares reports for dissemination by methods specified by the Government. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).</p>	Masters	20
CI Specialist- Junior	<p>Identifies, monitors, and assesses foreign intelligence efforts attempting collection of sensitive national security information on U.S. persons, activities and interests, including threats posed by emerging technologies to U.S. operations and interests. Applies understanding of foreign intelligence capabilities / activities and U.S. and foreign partner CI capabilities and TTPs for in-depth analytic research and production of all-source CI studies and contributes to developing CI strategies. Conducts, develops, produces, and presents programs of instruction in specified collection operations TPPs, and related or supporting processes, relevant to various human intelligence and technical intelligence operations under DoD authorities. Graduate of in-residence Fundamentals of Intelligence Analysis course or Military Service equivalent.</p>	Bachelors	3
CI Specialist- Mid	<p>Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead</p>	Bachelors	8

	teams in researching multifaceted or critical problems. Identifies, monitors, and assesses foreign intelligence efforts attempting collection of sensitive national security information on U.S. persons, activities and interests, including threats posed by emerging technologies to U.S. operations and interests. Applies understanding of foreign intelligence capabilities / activities and U.S. and foreign partner CI capabilities and TTPs for in-depth analytic research and production of all-source CI studies and contributes to developing CI strategies. Conducts, develops, produces, and presents programs of instruction in specified collection operations TPPs, and related or supporting processes, relevant to various human intelligence and technical intelligence operations under DoD authorities. Graduate of in-residence Fundamentals of Intelligence Analysis course or Military Service equivalent.		
CI Specialist- Senior	Identifies, monitors, and assesses foreign intelligence efforts attempting collection of sensitive national security information on U.S. persons, activities and interests, including threats posed by emerging technologies to U.S. operations and interests. Applies understanding of foreign intelligence capabilities / activities and U.S. and foreign partner CI capabilities and TTPs for in-depth analytic research and production of all-source CI studies and contributes to developing CI strategies. Conducts, develops, produces, and presents programs of instruction in specified collection operations TPPs, and related or supporting processes, relevant to various human intelligence and technical intelligence operations under DoD authorities. Graduate of in-residence Fundamentals of Intelligence Analysis course or Military Service equivalent. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.	Masters	12
CI Specialist- Expert	Identifies, monitors, and assesses foreign intelligence efforts attempting collection of sensitive national security information on U.S. persons, activities and interests, including threats posed by emerging technologies to U.S. operations and interests. Applies understanding of foreign intelligence capabilities / activities and U.S. and foreign partner CI capabilities and TTPs for in-depth analytic research and production of all-source CI studies and contributes to developing CI strategies. Conducts, develops, produces, and presents programs of instruction in specified collection operations TPPs, and related or supporting processes, relevant to various human intelligence and technical intelligence operations under DoD authorities. Graduate of in-residence Fundamentals of Intelligence Analysis course or Military Service equivalent. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Collection Manager- Junior	Applies intelligence collection systems and capabilities to inform intelligence consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand customer intelligence needs and gaps to optimize developing and validating collection requirements for the customer. Evaluates the efficiency and effectiveness of multi-INT collection against requirements and the execution of collection plans and strategies to generate reliable and valid intelligence to customers. Assesses the value of collected intelligence, versus the customers' need(s) and decision making. Uses statistical, algorithmic, mining and visualization techniques to find and interpret ISR data sources. Manages large amounts of data, ensures data consistency, produces visualizations and develops models to report findings. Assists developing methods and criteria to evaluate whether collection requirements been satisfied, using Measures of Effectiveness (MOEs), Measures of Performance (MOPs), response to	Bachelors	3

	<p>collection plans and strategies, and other, and procures feedback of findings. Identifies collection gaps, related trends and opportunities; assesses collection options, tests assumptions. And produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collections methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planers, and Collection Enterprise Architects. Demonstrates proficiency conducting statistic and using statistical packages such as, but not limited to, MATLAB, SPSS, SAS, SPLUS, or R. Graduate of an in-residence DoD / IC collection management course.</p>		
Collection Manager-Mid	<p>Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Applies intelligence collection systems and capabilities to inform intelligence consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand customer intelligence needs and gaps to optimize developing and validating collection requirements for the customer. Evaluates the efficiency and effectiveness of multi-INT collection against requirements and the execution of collection plans and strategies to generate reliable and valid intelligence to customers. Uses statistical, algorithmic, mining and visualization techniques to find and interpret ISR data sources. Manages large amounts of data, ensures data consistency, produces visualizations and develops models to report findings. Assists developing methods and criteria to evaluate whether collection requirements been satisfied, using Measures of Effectiveness (MOEs), Measures of Performance (MOPs), response to collection plans and strategies, and other, and procures feedback of findings. And produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collections methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planers, and Collection Enterprise Architects. Demonstrates proficiency conducting statistic and using statistical packages such as, but not limited to, MATLAB, SPSS, SAS, SPLUS, or R. Graduate of an in-residence DoD / IC collection management course.</p>	Bachelors	8
Collection Manager-Senior	<p>Applies intelligence collection systems and capabilities to inform intelligence consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand customer intelligence needs and gaps to optimize developing and validating collection requirements for the customer. Assesses the value of collected intelligence, versus the customers' need(s) and decision making. Uses statistical, algorithmic, mining and visualization techniques to find and interpret ISR data sources. Manages large amounts of data, ensures data consistency, produces visualizations and develops models to report findings. Assists developing methods and criteria to evaluate whether collection requirements been satisfied, using Measures of Effectiveness (MOEs), Measures of Performance (MOPs), response to collection plans and strategies, and other, and procures feedback of findings. Identifies collection gaps, related trends and opportunities; assesses collection options, tests assumptions. And produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collections methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planers, and Collection Enterprise Architects. Demonstrates proficiency conducting statistic and using statistical packages such as, but not limited to, MATLAB, SPSS, SAS, SPLUS, or R. Graduate of an in-residence DoD / IC collection management course. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft</p>	Masters	12



	standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.		
Collection Manager-Expert	Applies intelligence collection systems and capabilities to inform intelligence consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand customer intelligence needs and gaps to optimize developing and validating collection requirements for the customer. Evaluates the efficiency and effectiveness of multi-INT collection against requirements and the execution of collection plans and strategies to generate reliable and valid intelligence to customers. Uses statistical, algorithmic, mining and visualization techniques to find and interpret ISR data sources. Assists developing methods and criteria to evaluate whether collection requirements been satisfied, using Measures of Effectiveness (MOEs), Measures of Performance (MOPs), response to collection plans and strategies, and other, and procures feedback of findings. Identifies collection gaps, related trends and opportunities; assesses collection options, tests assumptions. And produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collections methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planers, and Collection Enterprise Architects. Demonstrates proficiency conducting statistic and using statistical packages such as MATLAB, SPSS, SAS, SPLUS, or R. Graduate of an in-residence DoD / IC collection management course. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Collection Operations Manager- Junior	Collaborates with collection requirements managers, analytic elements and consumers to ensure clandestine and overt HUMINT collection operations have the necessary focus and guidance to maximize time and resources allocated. Applies intelligence collection systems and capabilities to inform intelligence collectors and consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand consumer intelligence needs and gaps to optimize developing collection operations tailored to the requirements of the customer. Works with collectors and all-source analysts to evaluate the efficiency and effectiveness of multi-INT collection against requirements; and the execution of collection spans and strategies to generate reliable intelligence relevant to consumer needs. Uses statistical, algorithmic, data mining, and visualization techniques to find and interpret ISR data sources. Produces feedback findings, identifies collection gaps, related trends, and opportunities; assesses collection options, tests assumptions, and produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collection methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planners, and Collection Enterprise Architects. Conducts, develops, produces, and presents programs of instruction in specified collection operations TTPs, and related or supporting processes for various human intelligence and technical intelligence operations under DoD authorities. Demonstrates ability to produce Intelligence Information Reports (IIRs). Graduate of in-residence basic Human Intelligence Collection course to include, but not limited to, Defense Strategic Debriefing Course (DSDC) or Military Service equivalent.	Bachelors	3
Collection Operations Manager- Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Collaborates with	Bachelors	8

	<p>collection requirements managers, analytic elements and consumers to ensure clandestine and overt HUMINT collection operations have the necessary focus and guidance to maximize time and resources allocated. Applies intelligence collection systems and capabilities to inform intelligence collectors and consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand consumer intelligence needs and gaps to optimize developing collection operations tailored to the requirements of the customer. Works with collectors and all-source analysts to evaluate the efficiency and effectiveness of multi-INT collection against requirements; and the execution of collection spans and strategies to generate reliable intelligence relevant to consumer needs. Uses statistical, algorithmic, data mining, and visualization techniques to find and interpret ISR data sources. Produces analyses identifying gaps in collection methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planners, and Collection Enterprise Architects. Conducts, develops, produces, and presents programs of instruction in specified collection operations TTPs, and related or supporting processes for various human intelligence and technical intelligence operations under DoD authorities.</p>		
Collection Operations Manager- Senior	<p>Collaborates with collection requirements managers, analytic elements and consumers to ensure clandestine and overt HUMINT collection operations have the necessary focus and guidance to maximize time and resources allocated. Applies intelligence collection systems and capabilities to inform intelligence collectors and consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand consumer intelligence needs and gaps to optimize developing collection operations tailored to the requirements of the customer. Works with collectors and all-source analysts to evaluate the efficiency and effectiveness of multi-INT collection against requirements; and the execution of collection spans and strategies to generate reliable intelligence relevant to consumer needs. Uses statistical, algorithmic, data mining, and visualization techniques to find and interpret ISR data sources. Produces analyses identifying gaps in collection methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planners, and Collection Enterprise Architects. Conducts, develops, produces, and presents programs of instruction in specified collection operations TTPs, and related or supporting processes for various human intelligence and technical intelligence operations under DoD authorities. Demonstrates ability to produce Intelligence Information Reports (IIRs). Graduate of in-residence basic Human Intelligence Collection course to include, but not limited to, Defense Strategic Debriefing Course (DSDC) or Military Service equivalent. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.</p>	Masters	12
Collection Operations Manager- Expert	<p>Collaborates with collection requirements managers, analytic elements and consumers to ensure clandestine and overt HUMINT collection operations have the necessary focus and guidance to maximize time and resources allocated. Uses statistical, algorithmic, data mining, and visualization techniques to find and interpret ISR data sources. Manages large amounts of data, ensures data consistency, produces visualizations and develops models to report findings. Assists with developing methods and criteria to evaluate whether collection requirements have been satisfied, using measures of effectiveness and measures of performance. Produces feedback findings, identifies collection gaps, related trends, and opportunities; assesses collection options, tests assumptions, and produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collection methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planners, and</p>	Masters	20



Collection Enterprise Architects. Conducts, develops, produces, and presents programs of instruction in collection operations TTPs, and related processes for various human intelligence and technical intelligence operations under DoD authorities. Demonstrates ability to produce Intelligence Information Reports (IIRs). Graduate of in-residence basic Human Intelligence Collection course to include, but not limited to, Defense Strategic Debriefing Course (DSDC) or Military Service equivalent. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	
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DANGER/HAZARDOUS DUTY PAY ADDITIONS:

A Danger Pay and/or Hardship Post differential of up to the Department of State maximum allowable percentage for OCONUS locations is authorized under this contract.

SERVICE CONTRACT LABOR STANDARDS:

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