

Applied Research Associates, Inc.

4300 San Mateo Blvd. NE

Suite A-220

Albuquerque, NM 87110



ARA

Phone: 505-881-8074 Fax: 505-883-3673

www.ara.com

DUNS #: 097967608

Type of Contractor: C - LARGE BUSINESS

CAGE Code #: 9R446

Federal Tax ID#: 85-0276434



GENERAL SERVICES ADMINISTRATION

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!*TM, a menu-driven database system. The INTERNET address for GSA *Advantage!*TM is: <http://www.gsaadvantage.gov/>.

Professional Engineering Services (PES)

FSC GROUP 871

SINs

871-1 & 871-1 RC – Strategic Planning for Technology Programs/Activities

871-2 & 871-2 RC – Concept Development and Requirements Analysis

871-3 & 871-3 RC – System Design, Engineering and Integration

871-4 & 871-4 RC – Test and Evaluation

871-5 & 871-5 RC – Integrated logistics Support

871-6 & 871-6 RC – Acquisition and Life Cycle Management

CONTRACT # GS-23F-0278M

Modification PS-0014

Contract Period: August 21, 2002 - August 20, 2017

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

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INTRODUCTION

Applied Research Associates, Inc. (ARA) is a research and engineering firm specializing in the solution of complex and challenging technical problems. We routinely develop innovative solutions to exciting, multi-disciplinary problems with national and international significance. We have expanded steadily since 1979 and currently operate at 58 locations in 22 states and Canada. ARA's expertise spans a variety of disciplines from the physical to the computational sciences. We excel in the areas of:

Defense Technologies

- Weapon effectiveness
- Penetration technology
- Computational fluid mechanics
- Protective design
- Conventional weapons effects
- Robotic technologies

Civil Technologies

- Pavement engineering
- Security engineering
- Fire fighting research
- Wind engineering
- Earthquake engineering
- Structural engineering
- Non-invasive evaluations
- Transportation engineering

Systems Analysis

- Systems engineering and integration
- Risk and reliability analysis
- General systems analysis and integration

Testing and Measurement

- Field testing and measurement
- Laboratory testing
- Environmental and geotechnical measurements and systems
- Instrumentation design
- Product qualification and certification

CUSTOMER INFORMATION

AWARDED SPECIAL ITEM NUMBERS (SINs)/PROFESSIONAL ENGINEERING DISCIPLINES (PEDS)

SIN 871-1 & 871-1RC: Strategic Planning for Technology Programs/Activities

- Chemical Engineering
- Civil Engineering
- Mechanical Engineering

SIN 871-2 & 871-2RC: Concept Development and Requirements Analysis

- Chemical Engineering
- Civil Engineering
- Electrical Engineering
- Mechanical Engineering

SIN 871-3 & 871-3RC: System Design, Engineering and Integration

- Chemical Engineering
- Civil Engineering
- Electrical Engineering
- Mechanical Engineering

SIN 871-4 & 871-4RC: Test and Evaluation

- Chemical Engineering
- Civil Engineering
- Electrical Engineering
- Mechanical Engineering

SIN 871-5 & 871-5RC: Integrated Logistics Support

- Civil Engineering
- Mechanical Engineering

SIN 871-6 & 871-6 RC: Acquisition and Life Cycle Management

- Civil Engineering
- Electrical Engineering

MAXIMUM ORDER

The maximum order limit for this contract is \$750,000 per SIN.

MINIMUM ORDER

The minimum order limit for this contract is \$100.00.

GEOGRAPHIC COVERAGE

ARA provides domestic and foreign delivery.

LOCATIONS

ARA provides services from the following Sector, Division and Satellite offices

Corporate Headquarters

CORPORATE HEADQUARTERS

Applied Research Associates, Inc.
4300 San Mateo Blvd., NE
Suite A-220
Albuquerque, NM 87110-1295
P (505) 214-8100, F (505) 883-3673

EXECUTIVE MANAGEMENT COMMITTEE (EMC)

Robert Sues, Chief Executive Officer
Bill Dass, Deputy to CEO, Business Operations and Strategy
Frank Maestas, Chief Development Officer
Jeff Wilkins, Financial Strategy and Analysis
Lawrence Twisdale, Science Advisor and Director of Technical Quality

Automation and Geosciences Sector (AGSP) — David Timian, Sector Manager

USPD: Unmanned Systems & Security Products Division

Bob Quinn/Marty Gildea - Managers
Sally Wilkinson, Division Administrator
250 Beanville Road
Randolph, VT 05060
P 802-728-4588, F 802-728-9871

Vertek Division - VTK

Laurie McIntosh, Division Manager
Sally Wilkinson, Administrator
250 Beanville Road
Randolph, VT 05060
P 802-763-8348, F 802-728-9871

VTK: Gloucester Point Office

Paul Panetta, Manager
Sally Wilkinson, Administrator
Route 1208, Greate Road
Gloucester Point, VA 23062
P 804-684-7510

Transportation, Infrastructure, & Environment Sector(TIE SP) — Curt Beckemeyer, Sector Manager

Transportation, Infrastructure, and Environmental Special Projects Office – TIE SP

Curt Beckemeyer, Sector Manager
Robin Jones, Sector Administrator
100 Trade Centre Drive, Suite 200
Champaign, IL 61820-7233
P 217-356-4500, F 217-356-3088

Transportation Infrastructure Division - TID

David Hein, Sector Manager
Robin Jones, Division Administrator
100 Trade Centre Drive, Suite 200
Champaign, IL 61820-7233
P 217-356-4500, F 217-356-3088

Camp Hill, PA Office (TID)

Paul Wilke, Manager
Julie Lechner, Administrator
3605 Hartzdale Drive
Camp Hill, PA 17011
P 717-975-3550, F 717-975-3557

Atlantic City Office (TIE)

Chris Sehr, Manager
Robin Jones, Administrator
2628 Fire Road, Suite 300
Egg Harbor Township, NJ 08234
P 609-569-1295, F 609-569-1296

Transportation Infrastructure Division - TID

David Hein, Division Manager
Robin Jones, Division Administrator
5401 Eglinton Ave., West
Suite 105
Toronto, Ontario Canada M9C 5K6
P 416-621-9555, F 416-621-4917

Round Rock, TX Office (TID)

Harold Von Quintus, Manager
Robin Jones, Administrator
2003 North Mays Street
Suite 105
Round Rock, TX 78664-9600
P 512-218-5088, F 512-218-8039

Mid-Atlantic Division - MAD

Richard Speir, Division Manager
Julie Lechner, Division Administrator
7184 Troy Hill Drive
Suite N
Elkridge, MD 21075-7056
P 410-540-9949, F 410-540-9288

Madison, WI Office (TID)

Brian Aho, Manager
Robin Jones, Administrator
6314 Odana Road
Madison, WI 53719-1108
P 608-274-6409, F 608-374-6169

Vicksburg, MS Office (MAD)

Kevin Davidson, Manager
Barbara Foster, Administrator
4000 Pemberton Square Blvd.
Vicksburg, MS 39180-5500
P 601-629-6165, F 601-629-6169

Gainesville, FL Office, Special Projects (TID)

Alex Mraz, Manager
Robin Jones, Administrator
5007 NE 39th Ave.
Gainesville, FL 32609-2604
P 352-955-6343, F 352-955-6345

Security Engineering & Applied Sciences Sector (SEAS) — Joseph Smith, Sector Manager

**Advanced Technology Office - ATO
(SEAS SP)**

Greg Rule, Manager
Shannon Gregory, Administrator
950 Isom Road
Suite 102
San Antonio, TX 78216
P 210-930-3007, F 210-930-3007

Ablatives Laboratory

William (Bill) Congdon, Manager
Patty Moore, Administrator
14824 E. Hinsdale Ave, # C
Centennial, CO 80112-4063
P 303-699-7737, F 303-699-5888

Atlanta Office - SD

Larry Bryant, Manager
Sue Skipper, Administrator
290 Nicklaus Circle
Social Circle, GA 30025-5349
P 678-342-5471, F 678-342-5471

Special Projects Office - SEASP

Joseph Smith, Sector Manager
Kathy Pikul, Administrator
119 Monument Place
Vicksburg, MS 39180-5156
P 601-638-5401, F 601-634-0631

Rocky Mountain Division - RMD

Doug Meegan, Division Manager
Patty Moore, Division Administrator
7921 Shaffer Parkway
Littleton, CO 80127
P 303-795-8106, F 303-795-8159

**Pecos Research & Testing Center -
RMD**

Raul Garcia, Manager
Patty Moore, Administrator
P.O. Box 2058
Pecos, TX 79772-2058
P 432-445-1697, F 432-445-5466

Alexandria, VA Office - SD

Ron Elly, Manager
Sue Skipper, Administrator
2760 Eisenhower Ave.
Suite 308
Alexandria, VA 22314-4576
P 703-329-0200, F 703-329-0204

Southern Division - SD

Nancy Renfroe/Larry Bryant, Division
Manager
Susan (Sue) Skipper, Division
Administrator
119 Monument Place
Vicksburg, MS 39180-5156
P 601-638-5401, F 601-634-0631

Arlington Division - AD

Gene McClellan, Division Manager
Jessica Taylor, Division Administrator
801 North Quincy St.
Suite 700
Arlington, VA 22203-1730
P 703-816-8886, F 703-816-8861

Trident Consulting Group - SD

Mike Charness, Manager
Jean Sabourin, Administrator
600 Boulevard South
Suite 103
Huntsville, AL 25802-2175
P 256-882-1000, F 256-882-1002

Software, Systems, and Modeling Sector (SOSP)

<p>Capital Area Division – CAD Ed Moas, Division Manager Cecilia Teran-Bielhy, Division Administrator 2760 Eisenhower Avenue Suite 308 Alexandria, VA 22314-4576 P 703-329-0200, F 703-329-0204</p>	<p>Herndon, VA Office (CAD) Chris French, Manager Cecilia Teran-Bielhy, Administrator 2235 Monroe St. Herndon, VA 20171 P 703-735-4669</p>	<p>Klein Associates Division - KAD Tom Miller, Division Manager Terry Ratliff, Division Administrator 1750 Commerce Center Blvd. North Fairborn, OH 45324-6232 P 937-873-8166, F 937-873-8258</p>
<p>Fort Worth, TX Office (CAD) Ed Moas, Division Manager Cecilia Teran-Bielhy, Division 6320 Southwest Blvd. Suite 103 Fort Worth, TX 76109-3961 P 817-737-3131, F 817-732-6131</p>	<p>Kent Beck (CAD) Kent Beck, Manager Cecilia Teran-Bielhy, Administrator 905 Spirit Ave. Suite 117 Whiteman AFB, MO 65305 P 805-962-4810</p>	<p>Nashua Office (SED) Jackie Shoendorf, Manager Anne Nelson, Administrator 39 Simon Street Unit 15 Nashua, NH 03060 P 603-595-2139</p>
<p>Ballston Office (CAD) Ed Moas, Manager Cecilia Teran-bielhy 801 North Quincy St. Suite 700 Arlington, VA 22203 P 703-816-8886, F 703-816-8861</p>	<p>Mark Perusse (CAD) Mark Perusse, Manager Cecilia Teran-Bielhy, Administrator PO Box 2441 Alamogordo, NM 88311 P 505-439-5230</p>	<p>Offut AFB, NE Office (CAD) Ted Smits, Manager Cecilia Teran-Bielhy, Administrator 901 SAC Blvd. Suite 3D9 Offut AFB, NE 68113 P 402-232-9095</p>

Corporate Development Sector

<p>Shock Physics Division - SPD Robert Couch, Division Manager Debra Lopez, Division Administrator 3751 F. Wyoming Blvd, Bldg 20749 Kirtland Air Force Base, NM 87117 P 505-846-0487, F 505-846-6430</p>

Technical Operations (SOSP) — David Oakley, Sector Manager

<p>Technical Operations David Oakley, Sector Manager Theresa Rhodes, Administrator 8537 Six Forks Rd. Suite 600 Raleigh, NC 27615 P 919-582-3300, F 919-582-3301</p>	<p>Technical Operations Larry Twisdale, Manager Lisa West, Administrator 8537 Six Forks Rd. Suite 600 Raleigh, NC 27615 P 919-582-3300, F 919-582-3301</p>
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Geo Marine (GMI) — Curt Beckemeyer, Division Manager

<p>Geo-Marine – Corporate - GMI Curt Beckemeyer, Division Manager Mary Ann McCulloch, Division Administrator 2201 K. Ave. Suite A2 Plano, TX 75074-5977 P 972-423-5480, F 972-422-2736</p>	<p>Geo-Marine – El Paso - GMI Curt Beckemeyer, Division Manager Sonia Padilla, Division Administrator 4725 Ripley Drive, Space A P 915-585-0168, F 915-585-2153</p>	<p>Geo-Marine – Hampton - GMI Curt Beckemeyer, Division Manager Mary Ann McCulloch, Division Administrator 2713 Magruder Blvd. Suite D Hampton, VA 23666-1695 P 757-873-3702, F 757-873-3703</p>
<p>Geo-Marine – Knoxville - GMI Curt Beckemeyer, Division Manager Linda Truitt, Division Administrator 120 Market Place Blvd Knoxville, TN 37922-2337 P 865-692-0084, F 865-692-0560</p>	<p>Geo-Marine – Millville - GMI Chris Clark, Division Manager John Livingston, Division Administrator 1101 Wheaton Ave Milville, NJ 08332-2003 P 856-825-3888, F 856-825-3688</p>	<p>Geo-Marine – San Antonio - GMI Curt Beckemeyer, Division Manager Mary Ann McCulloch, Division Administrator 950 Isom Road Suite 102 San Antonio, TX 78216-4170 P 210-930-3007, F 210-930-3777</p>

Gulf Coast Sector (GCS) — Glen McDonald, Sector Manager

<p>Special Projects Office – GCS SP Glen McDonald, Sector Manager Lisa Kirk, Sector Administrator 430 West 5th St., Suite 700 Panama City, FL 32401-6357 P 850-914-3188, F 850-914-3189</p>	<p>Engineering Science Division - ESD Michael Rochefort, Division Manager Linda Devoy, Division Administrator 430 West 5th St. Suite 700 Panama City, FL 32401-6357 P 850-914-3188, F 850-914-3189</p>	<p>Lackland AFB, TX Office Bryan Gillespie, Manager Cynthia Hamm, Administrator 1517 Billy Mitchell Blvd. Lackland AFB, TX 78236-0119 P 210-925-7023, F 210-925-5403</p>
<p>Emerald Coast Division - ECD David Jerome, Michael McGlockton, Managers Teresa Fought, Division Administrator 956 W. John Sims Parkway Niceville, FL 32578-1823 P 850-678-5222, F 850-678-6997</p>	<p>Vulnerability Lethality Office - ECD John Williams, Manager Gaye Beaty, Administrator 956 John Sims Parkway Niceville, FL 32578-1823 P 850-678-5222, F 850-678-6997</p>	
<p>Analytical Solutions Division Lew Goldberg, Manager Cynthia Hamm, Administrator 4694 Millennium Dr. Suite 100 Belcamp, MD 21017 P 410-272-8862, F 410-272-7498</p>	<p>Aberdeen Research Center David Jerome, Manager Teresa Fought, Administrator 30 Centennial Lane P.O. Box 548 Aberdeen, MD 21002-2498 P 410-272-4200, F 410-273-7469</p>	

STATEMENT OF NET PRICE

Prices stated herein are net (discounts deducted).

QUANTITY DISCOUNTS

ARA offers a 1% discount for all orders equal to or over \$250,000.00.

PROMPT PAYMENT TERMS

ARA offers a ¼% discount for payment within 10 days.

GOVERNMENT PURCHASE CARDS

ARA accepts Government purchase cards for all orders.

TIME OF DELIVERY

As negotiated.

F.O.B. POINT

Destination.

ORDERING AND PAYMENT ADDRESS

Applied Research Associates, Inc.
4300 San Mateo Blvd. NE
Suite A-220
Albuquerque, NM 87110
Phone: 505-881-8074 Fax: 505-883-3673

WARRANTY

Work performed by ARA will be of professional quality and will conform to generally accepted quality standards of the industry.

ORDERING PROCEDURES

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

DUNS NUMBER

097967608

CENTRAL CONTRACTOR REGISTRATION (CCR) DATABASE / SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE

ARA is registered in the CCR database, and the SAM Database.

SERVICE CONTRACT ACT (SCA)

The Service Contract Act (SCA) is applicable to this contract as it applies to the entire 871: Professional Engineering Services Schedule and all services provided. While no specific labor categories have been identified as being subject to SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CFR 541.300), this contract still maintains the provisions and protections for SCA eligible labor categories. If and / or when the Contractor adds SCA labor categories / employees to the contract through the modification process, the Contractor must inform the Contracting Officer and establish a SCA matrix identifying the GSA labor category titles, the occupational code, SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.



ARA

**GSA PES
Job Summaries**



Labor Category Descriptions

The following labor categories apply to all awarded SINs/PEDs.

Note: For all labor categories, a bachelor's degree is equivalent to 8 years of related experience. A master's degree is equivalent to a bachelor's degree plus 4 years of experience. A doctorate degree is equivalent to a bachelor's degree plus 8 years of experience.

Technical Categories	Begins on Page #
• Consulting Services	13
• Programs & Operations	16
• Information Technology	20
• Network & Telecommunication Services	21
• Systems Development	23
• Engineering & Support Services	28
• Scientific/Analytical	45
• Manufacturing	56
• Technical Analysis	60

Administrative Categories	Begins on Page #
• Administrative Services	61
• Publications & Graphic Arts	63
• Security & Emergency Preparedness	66
• Administrative Programs	68

Technical Categories

Consulting Services

Junior Consultant

Works as a consulting team member or an individual consultant on implementation, enhancement, integration, or support projects. Duties usually performed at customer's site. Operates under close supervision on clearly defined assignments. Works on small-sized (sites/locations), single effort projects, in a single computer environment where design is non-complex: Assists in analyzing customers' business requirements and application objectives. Conducts periodic status checks with customers and team to assess progress against plan. Performs re-forecasts of project variables as necessary throughout project. Prepares weekly status reports on all project activities. Serves as entry-level support specialist when needed. Acts as a liaison between customers and the company. Good communications, presentation, organizational and planning skills. Good interpersonal skills to work as a team member and as a liaison with customers. Proficient PC skills. Available for extensive travel as required.

Experience:

0-2 years' of experience in support or consulting.

Minimum Education:

Bachelor's degree (in Business, Marketing, Sales or Computer Science) or equivalent – Eight (8) years of related experience.

Staff Consultant 1

Works as a consulting team member or an individual consultant on implementation, enhancement, integration, or support projects. Duties usually performed at customer's site. Operates under moderate supervision on small to mid-size projects involving single products or single platforms. Works on medium-sized (sites/locations), single effort projects, in a single computer environment where design is somewhat complex: Analyzes customers' business requirements and application objectives; develops an application design in products to meet customers' needs. Estimates time frames, quality and quantity of resources required to successfully implement project; develops project plan incorporating all project variables. Sees that appropriate company resources are assigned to complete project tasks according to plan. Establishes criteria concerning deliverability, performance, maintenance, design and costs. Conducts periodic status checks with customers and team to assess progress against plan. Performs re-forecasts of project variables as necessary throughout project. Prepares weekly status reports on all project activities. Serves as intermediate-level support specialist when needed. Acts as a liaison between customers and company. Good communications, presentation, organizational and planning skills. Good interpersonal skills to work as a team member and as a liaison with customers. Proficient PC skills. Available for extensive travel as required.

Experience:

2-4 years' of experience in software development, technical support, or consulting.

Minimum Education:

Bachelor's degree (in Business, Marketing, Sales or Computer Science) or equivalent – Eight (8) years of related experience.

Staff Consultant 2

Works as a consulting team member or an individual consultant on implementation, enhancement, integration, or support projects. Duties usually performed at customer's site. Operates under minimal supervision on medium to large size projects involving multiple products and/or platforms. Works on medium to large-sized (sites/locations), single or multi-effort projects, usually with multiple computer environments where design is complex: Analyzes customers' business requirements and application objectives; develops an application design in products to meet customers' needs. Estimates time frames, quality and quantity of resources required to successfully implement project; develops project plan incorporating all project variables. Sees that appropriate company resources are assigned to complete project tasks according to plan. Establishes criteria concerning deliverability, performance, maintenance, design and costs. Conducts periodic status checks with customers and team to assess progress against plan. Performs re-forecasts of project variables as necessary throughout project. Prepares weekly status reports on all project activities. Serves as senior-level pre-sales and post-sales technical support specialist when needed. Acts as a liaison between customers and company. Coordinates project resources according to the plan. Provides guidance to other consultants regarding medium to large-sized implementation and retainer projects. Provides technical guidance to technical support staff. Design complexity may vary from fairly straight forward to moderately complex, with single or multiple products and involve multiple computer environments. Able to serve effectively as liaison between company and customers. Excellent communication, presentation, organizational and planning skills. Excellent interpersonal skills to work as a team member and customer liaison. Proficient PC skills. Available for extensive travel as required.

Experience:

5-7 years' of experience in software design, technical product support, or consulting.

Minimum Education:

Bachelor's degree (in Business, Marketing, Sales or Computer Science) or equivalent – Eight (8) years of related experience.

Senior Consultant 1

Project leader on medium-sized implementation, integration, enhancement and support projects. Has no supervisory responsibilities such as hiring, firing, performance, or pay reviews. Designs are often complex, involving multiple products and computer environments. Works as a project leader on medium-sized (site/location), single or multi-effort projects, single or multiple computer environment implementation projects. Designs complex applications and solutions. Utilizes project management skills of communication, presentation, time management, organization and planning to successfully implement company's products. Manages all project resources to perform tasks according to plan; sets expectations concerning deliverability, performance, maintenance, design and costs. Estimates time frames, quality and quantity of resources required to successfully implement project. Develops single or multiple effort project plans incorporating the project variables. Conducts periodic status checks with customers and team to assess progress against the plan. Performs re-forecasts of project variables as necessary throughout project. Serves as senior-level billable consultant and support specialist when needed. Prepares weekly and monthly status reports on all project activities and issues. Acts as the primary liaison between customers and all company's departments. Excellent writing, editing, communications, presentation, human relations and interpersonal skills. Discusses and sells consulting services, discusses project planning and issues with customers. Professional appearance and presentation required. Available for extensive travel as required.

Experience:

8-10 years' of experience in software design, technical product support, or consulting.

Minimum Education:

Bachelor's degree (in Business, Marketing, Sales or Computer Science) or equivalent – Eight (8) years of related experience.

Senior Consultant 2

Manages division level consulting programs. Responsible for quantity and quality of work performed. Develops professional services business, providing specialized technical expertise not available in the division. Often involved in recruiting and training consultants. Manages all levels of division consulting projects: Evaluates and assesses new projects based upon size, complexity, percent of participation and time frame. Selects and assigns appropriate project leader and team member(s). Schedules projects and monitors progress. Serves as escalation point for issues beyond project team authority; resolves conflicts involving scheduling, resources, or technical issues. Prepares and submits weekly project status reports; prepares monthly reports outlining team assignments and/or changes, project status changes, retainer contracts taken and bonus awards to be made. Manages personnel activities of staff (i.e., hires, trains, appraises, rewards, motivates, disciplines, recommends termination as necessary, etc.). Interfaces with other consulting and services departments, as well as sales, accounting, personnel and solutions development as necessary. Communicates with customers to assess customer satisfaction level with services and support. Participates in direct customer support as necessary. Excellent writing, editing, communications, presentation, human relations and interpersonal skills. Discusses and sells consulting services, discusses project planning and issues with customers. Professional appearance and presentation required.

Experience:

10-12 years' of experience in software design, technical product support, or consulting.

Minimum Education:

Bachelor's degree (in Business, Marketing, Sales or Computer Science) or equivalent – Eight (8) years of related experience.

Senior Consulting Manager 2

Manages and administers company's regional field consulting team. Develops billable consulting business, providing technical expertise in regions and/or branches. Responsible for the quality and quantity of work performed. Often involved in recruiting and training consultants. Manages implementation, enhancement, integration and support solutions consulting projects. Extensive knowledge base in the area to be supported. Evaluates and assesses new projects based upon size, complexity, percent of participation and time frame. Selects and assigns appropriate project leader and team member(s). Schedules projects and monitors progress. Serves as escalation point for issues beyond project team authority; resolves conflicts involving scheduling, resources, or technical issues. Prepares and submits weekly project status reports; prepares monthly reports outlining team assignments and/or changes, project status changes, contracts taken and bonus awards to be made. Manages personnel activities of staff (i.e., hires, trains, appraises, rewards, motivates, disciplines, recommends termination as necessary, etc.). Interfaces with other consulting and services departments, as well as sales, accounting, personnel and solutions development as necessary. Communicates with customers to assess customer satisfaction level with services and support. Participates in direct customer support as necessary. Excellent writing, editing, communications, presentation, human relations and interpersonal skills. Discusses and sells consulting services, discusses project planning and issues with customers. Professional appearance and presentation required.

Experience:

10-12 years' of qualified experience.

Minimum Education:

Bachelor's degree (in business, marketing, sales or computer science) or equivalent – Eight (8) years of related experience.

Principal Consulting Manager 1

Manages and administers large division level team or several smaller teams of consultants. Works with clients to develop business opportunities and additional add-on business. Manages workflow, schedules consultants and tracks costs and P/L. Responsible for managing all proposal and contractual efforts. Responsible for work performed and for client satisfaction. Assists in recruiting and training consultants. Typically reports to the Senior VP.

Experience:

12-15 years' of qualified experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Programs & Operations

Staff Program Control Analyst 1

Provides on-site project management/administrative support and coordination to a complex contract, project, task(s) or business unit. Duties may include contract accounting and reporting, project schedule focus to management, tracking annual fiscal plans and monthly updates, payroll/personnel processing, maintenance and reporting, contract administration, purchasing, facility leasing and service administration. Maintains contract budgets, prepares contract-billing, estimates materials, equipment, production costs and delivery schedules. Oversees personnel records, facility administration and purchases equipment and supplies.

Experience:

2-4 years' of (project support or management) experience.

Minimum Education:

Bachelor's degree (in Business Administration) or equivalent – Eight (8) years of related experience.

Staff Program Control Analyst 2

Provides senior level on-site project management/administrative support and coordination to a complex contract, project, task(s) or business unit. Duties may include contract accounting and reporting, project schedule focus to management, tracking annual fiscal plans and monthly updates, payroll/personnel processing, maintenance and reporting, contract administration, purchasing, facility leasing and service administration. Maintains contract budgets, prepares contract-billing, estimates materials, equipment, production costs and delivery schedules. Oversees personnel records, facility administration and purchases equipment and supplies.

Experience:

5-7 years' of (project support or management) experience.

Minimum Education:

Bachelor's degree (in Business Administration) or equivalent – Eight (8) years of related experience.

Senior Program Manager 1

Responsible for the performance of a relatively significant program or multiple smaller programs in accordance with contract requirements and company policies, procedures and guidelines. Oversees the technology development and/or application, marketing, and resource allocation within program client base. Program area may represent multiple functional areas such as engineering, systems analysis, quality control and administration. Also responsible for acquiring follow-on business associated with assigned programs and for supporting new business development by leading proposals.

Experience:

7-9 years' of (technical environment) experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Principal Program Manager 1

Responsible for the performance of a relatively significant program or multiple smaller programs in accordance with contract requirements and company policies, procedures and guidelines. Oversees the technology development and/or application, marketing, and resource allocation within program client base. Program area typically represents more than three functional areas such as engineering, systems analysis, quality control and administration. Also responsible for acquiring follow-on business associated with assigned programs and for supporting new business development by leading proposals.

Experience:

12-15 years' related experience in a technical environment.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Principal Program Director 2

Responsible for the successful technical, schedule, and cost performance of a major program, or multiple programs, through subordinate program/project managers, in accordance with contract requirements and company policies, procedures and guidelines. Acquires follow-on business associated with areas of responsibility and supports new business development by leading major proposals personally, or through subordinate program/project managers.

Experience:

16 years of (technical environment) experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Senior Project Manager 1

Assists higher level program/project manager in directing the project life cycle by assisting in development of comprehensive project plans to include both long and short-range goals and milestones. Identifies, acquires, and utilizes company resources to achieve project technical objectives. Directs a project team usually within a matrix organization, monitoring and encouraging functional organizations to complete milestones within specific budgets and schedules. May on occasion interface with external customers as well as top management for the purpose of communicating status of project throughout life cycle.

Experience:

7-9 years' of experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Senior Project Manager 2

Responsible for the performance of relatively small technical projects or a definable portion of a larger technical program in accordance with contract requirements and company policies, procedures and guidelines. Directs and supervises all support resources for the performance of project assignments and activities. Manages the technical direction of a project through the design, implementation, and testing in accordance with project objectives. Also responsible for acquiring follow-on business associated with assigned projects and for supporting new business development by leading relatively small proposals or assisting with major proposals.

Experience:

10-12 years' experience in a technical environment.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Principal Project Manager 1

Responsible for planning, organizing and managing a project, or series of smaller projects or a definable piece of a larger program for successful completion and performance consistent with contractual agreements. Directs and supervises all support resources for the performance of project assignments and activities. Manages the technical direction of a project through the design, implementation, and testing in accordance with project objectives. Also responsible for acquiring follow-on business associated with assigned projects and for supporting new business development by leading or assisting with proposals. Projects managed are typically of moderate technical complexity.

Experience:

12-15 years' related experience in a technical environment.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Principal Technical Director 1

Manages a directorate within a division. Has supervisory and developmental responsibilities within a functional area. The technical director manages one or more projects or programs, may manage an operating office and supervises professional and technical personnel performing in their customary disciplines. Develops and maintains a sales and marketing plan to achieve previously agreed-upon objectives endorsed by division and group management. Maintains aggressive efforts to achieve objectives. Manages one or more technical programs. Acts as a technical liaison with vendors. Trains and supervises personnel. Assists in proposal process and coordinates with Pricing Department when required. Responsible for all phases of the program budget. Performs analysis for contract reviews with various softwares. Develops marketing plans. Develops Quality Assurance Programs for all products and services. Prepare Staffing Plans, including skill and labor mix, to support contract operations. May be responsible for recruiting, interviewing, and hiring staff Assign Staff and provide technical direction as necessary to complete task. Monitor contract, subcontract, and funding; prepare forecasts of program financial performance. Develop and deliver required contract, departmental, project and/or financial reports. Should have a working knowledge of other disciplines represented in the department. Background must include supervisory/management experience. Must be computer literate. Interacts readily with the technical staff and vendors both within and outside the company. Experience developing operating budgets and reporting/assessing financial information. Ability to conduct independent research.

Experience:

12-15 years' of (technical environment) experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Principal Technical Director 2

Manages a directorate within a division. Has supervisory and developmental responsibilities within a functional area. The technical director manages one or more projects or programs, may manage an operating office and supervises professional and technical personnel performing in their customary disciplines. Develops and maintains a sales and marketing plan to achieve previously agreed-upon objectives endorsed by division and group management. Maintains aggressive efforts to achieve objectives. Manages one or more technical programs. Acts as a technical liaison with vendors. Trains and supervises personnel. Assists in proposal process and coordinates with Pricing Department when required. Responsible for all phases of the program budget. Performs analysis for contract reviews with various softwares. Develops marketing plans. Develops Quality Assurance Programs for all products and services. Prepare Staffing Plans, including skill and labor mix, to support contract operations. May be responsible for recruiting, interviewing, and hiring staff Assign Staff and provide technical direction as necessary to complete task. Monitor contract, subcontract, and funding; prepare forecasts of program financial performance. Develop and deliver required contract, departmental, project and/or financial reports. Should have a working knowledge of other disciplines represented in the department. Background must include supervisory/management experience. Interacts readily with the technical staff and vendors both within and outside the company. Experience developing operating budgets and reporting/assessing financial information. Ability to conduct independent research.

Experience:

15 years' of related experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Information Technology

Junior Software Developer

Under close direction, perform maintenance on existing software products. Assist in coding, testing, and debugging new software or making enhancements to existing software. Write programs according to specifications from higher-level personnel. Suggest solutions for problems or software enhancements. May assist in the development of user manuals and work with technical staff to learn and understand problems with software. Attend on-going training sessions to achieve a higher level of technical skill.

Experience:

0-2 years' related experience.

Minimum Education:

Bachelor's degree (in Computer Science or related field) or equivalent – Eight (8) years of related experience.

Staff Software Developer 1

Under direction, develop, code, test, and debug new software or enhancements to existing software. Possess a good understanding of business applications. Work with technical staff to understand and resolve software problems, resolve customer complaints with software and respond to suggestions for software modifications or enhancements. May be involved in the development of software user manuals and demonstrate software.

Experience:

2-4 years' related experience.

Minimum Education:

Bachelor's degree (in Computer Science or related field) or equivalent – Eight (8) years of related experience.

Staff Software Developer 2

Under minimal direction, perform as a technical expert in the design development, coding, testing, and debugging new software or complex enhancements to existing software. Work with technical staff to understand and to develop resolution of software problems. Resolve customer complaints with software and respond to suggestions for software modifications or enhancements. Participate in the development of software user manuals. Assist in the training of less experienced software development staff and may act as a team leader on less complex projects.

Experience:

5-7 years' related experience.

Minimum Education:

Bachelor's degree (in Computer Science or related field) or equivalent – Eight (8) years of related experience.

Senior Software Developer 1

Under minimal direction, performs as the technical expert with thorough understanding of the business application of an assigned project. Performs as a project lead with the responsibility for the instruction, assigning, direction, and monitoring of the performance of assigned software developers working on a specific project. Assists in the scheduling and coordinating of projects and may be involved in the design phase of a project. Works with customers and technical staff in the resolution of software problems and respond to suggestions for software modifications or enhancements. Participates in the development of software user manuals.

Experience:

7-9 years' of related experience.

Minimum Education:

Bachelor's degree (in computer science) or equivalent – Eight (8) years of related experience.

Senior Software Developer 2

As a senior staff member, performs as the technical expert with thorough understanding of the business application of an assigned project. Perform as a project lead with the responsibility for the instruction, assigning, direction, and monitoring of the performance of assigned software developers working on a specific project. Assist in the scheduling and coordinating of projects and may be involved in the design phase of a project. Work with customers and technical staff in the resolution of software problems and respond to suggestions for software modifications or enhancements. Participate in the development of software user manuals.

Experience:

10-12 years' related experience.

Minimum Education:

Bachelor's degree (in Computer Science or related field) or equivalent – Eight (8) years of related experience.

Network & Telecommunication Services

Junior Network Engineer

Helps to evaluate, design, document, install, implement, test, and perform problem isolation and resolution. Monitors, tunes, sets standards and maintain a range of computer network components and systems. Performs these functions across a limited range of network facilities including some, but not all, physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP and related software and hardware, and network management components. Utilizes monitoring, performance analysis, network management, software and hardware equipment to troubleshoot and isolate problems, gauge network performance, and trace data and protocol activity.

Experience:

0-2 years' related experience.

Minimum Education:

Bachelor's degree (in Computer Science, Math or Engineering) or equivalent – Eight (8) years of related experience.

Staff Network Engineer 1

Evaluates, designs, documents, installs, implements, tests, performs problem isolation and resolution. Monitors, tunes, sets standards and maintain a range of computer network components and systems. Performs these functions across most of the network facilities including physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP and related software and hardware, and network management components. Provides client consulting and training on the interfacing and use of the network facilities. Begins to plan research, evaluate, and recommend new computer network equipment and technologies. Utilizes monitoring, performance analysis, network management, software and hardware equipment to troubleshoot and isolate problems, gauge network performance, and trace data and protocol activity. Devises solutions to moderately complex operational problems within the capacity and operational limitations of installed equipment.

Experience:

2-4 years' of related experience.

Minimum Education:

Bachelor's degree (in computer science, math or engineering) or equivalent – Eight (8) years of related experience.

Senior Network Engineer 1

Evaluates, designs, documents, installs, implements, tests, performs problem isolation and resolution, monitors, tunes, and sets standards. Maintains a complex range of computer network components and systems. Performs these functions across a wide range of network facilities to include: physical media, protocol stacks, hubs, routers, bridges, gateways, digital servers, line drivers, telecommunications transport facilities, mainframe VTAM, NCP (related software/hardware) and network management components. Provides client consulting and training on the interfacing and use of the network facilities. Plans and coordinates major computer network initiatives. Researches, evaluates, and recommends new computer network equipment and technologies. Utilizes monitoring, performance analysis, network management, software and hardware equipment to trouble shoot and isolate problems, gauge network performance, and trace data and protocol activity. Devises solutions to complex operational problems within the capacity and operational limitations of installed equipment. Develops and executes contingency plans for network software and hardware failures including isolated and major outages. Provides internal consulting, technical guidance, information and support to application developers, computer operations, workstation support, company management and departmental clients. Assists in internal training programs. Requires Bachelor's degree (in Computer Science, Engineering, Economics or Math) or equivalent, and seven to nine years of related (telecommunication analysis) experience.

Experience:

7-9 years' of related (telecommunication analysis) experience.

Minimum Education:

Bachelor's degree (in computer science, economics, math or engineering) or equivalent – Eight (8) years of related experience.

Principal Engineering Manager

Oversees a major technical area or section within a specialized area. Coordinates activities, assigns projects, and monitors results for a group of first level supervisors. Requires master's degree in related field, or equivalent, and a minimum of fifteen years engineering experience, including seven to nine years of management experience.

Experience:

15 years of engineering experience.

Minimum Education:

Master's degree or equivalent –Twelve (12) years of related experience.

Systems Development

Junior Security Engineer

Monitors, evaluates, and maintains systems and procedures to protect the data systems and databases from unauthorized users. Identifies potential threats and responds to reported security violations. Determines causes of security breaches. Researches, recommends, and implements changes to procedures to protect data from future violations. Assist in educating users on security procedures.

Experience:

0-2 years' related experience.

Minimum Education:

Bachelor's degree (in Computer Science or related field) or equivalent – Eight (8) years of related experience.

Staff Security Engineer 1

Monitors, evaluates, and maintains systems and procedures to protect the data systems and databases from unauthorized users. Identifies potential threats and responds to reported security violations. Determines causes of security breaches. Researches, recommends, and implements changes to procedures to protect data from future violations. Assists in educating users on security procedures.

Experience:

2-4 years' of related experience.

Minimum Education:

Bachelor's degree (in computer science) or equivalent –Eight (8) years of related experience.

Senior Security Engineer 2

Serves as a company expert in monitoring, evaluating, and maintaining systems and procedures to protect the data systems and databases from unauthorized users. Identifies potential threats and responds to reported security violations. Determines causes of security breaches. Researches, recommends, and implements changes to procedures to protect data from future violations. Assists in educating users on security procedures.

Experience:

10-12 years' of related experience.

Minimum Education:

Bachelor's degree (in computer science) or equivalent –Eight (8) years of related experience.

Junior Software Engineer

Under direct supervision, helps design, develop, troubleshoot, and analyze software programs for computer-based systems. Assists in evaluating/determining user needs with the maintenance of single-product models and subsystems. Performs routine systems modeling, simulation, and analysis. Designs and develops compilers, assemblers, utility programs, and operating systems. As required, provides inputs for documentation of new or existing programs. Primarily interfaces with intra-organizational staff with infrequent contact with inter-organizational staff and outside customers and vendors on routine matters.

Experience:

0-2 years' of experience.

Minimum Education:

Bachelor's degree (in Engineering, Computer Science or related field) or equivalent – Eight (8) years of related experience.

Staff Software Engineer 1

Under general supervision, designs, develops, troubleshoots, and analyzes software programs for computer based systems. Performs systems modeling, simulation, and analysis. Designs and develops compilers, assemblers, utility programs, and operating systems. As required, provides inputs for documentation of new or existing programs. Primarily interfaces with intra-organizational staff with infrequent contact with inter-organizational staff and outside customers and vendors on routine matters.

Experience:

2-4 years' experience.

Minimum Education:

Bachelor's degree (in Engineering, Computer Science or related field) or equivalent – Eight (8) years of related experience.

Staff Software Engineer 2

Performs subsystem definition, preliminary and detailed design, design implementation, subsystem and system integration, and tests for a subsystem. Participates in software requirements review, preliminary and critical design reviews, integration readiness review, and software acceptance reviews. Researches problems discovered by quality assurance or product support and develops solutions to the problems. Supports proposal efforts. Frequent inter-organizational and outside customer contacts. Represents the organization in providing solutions to difficult technical problems associated with specific projects.

Experience:

7-8 years' experience.

Minimum Education:

Bachelor's degree (in Engineering, Computer Science or related field) or equivalent – Eight (8) years of related experience.

Senior Software Engineer 1

Performs system and subsystem definition, preliminary and detailed design, design implementation, and subsystem and system integration and tests for a system. Participates in software requirement review, preliminary and critical design, integration readiness review, and software acceptance review. Acts as technical lead for pre-proposal, proposal, and existing program efforts. Involvement in business development includes briefing customers on company capabilities. Supports program management office in technical role. Represents the organization as the prime customer contact on contracts or projects. May research the marketing requirements for a product, including target environment, performance criteria, and competitive issues. Interacts with senior customer personnel on significant technical matters, often requiring coordinated activity across organizational lines. May provide technical guidance to lower level software engineers.

Experience:

7-9 years' experience.

Minimum Education:

Bachelor's degree (in Engineering, Computer Science or related field) or equivalent – Eight (8) years of related experience.

Senior Software Engineer 2

Serves as a company expert in performing system and subsystem definition, preliminary and detailed design, design implementation, and subsystem and system integration and tests for a system. Participates in software requirement review, preliminary and critical design, integration readiness review, and software acceptance review. Acts as technical lead for pre-proposal, proposal, and existing program efforts. Involvement in business development includes briefing customers on company capabilities. Supports program management office in technical role. Represents the organization as the prime customer contact on contracts or projects. Interacts with senior customer personnel on significant technical matters, often requiring coordinated activity across organizational lines.

Experience:

10-12 years' experience.

Minimum Education:

Bachelor's degree (in Engineering, Computer Science or related field) or equivalent – Eight (8) years of related experience.

Principal Software Engineer 1

Serves as the senior company expert in performing system and subsystem definition, preliminary and detailed design, design implementation, and subsystem and system integration and tests for a system. Participates in software requirement review, preliminary and critical design, integration readiness review, and software acceptance review. Acts as technical lead for pre-proposal, proposal, and existing program efforts. Involvement in business development includes briefing customers on company capabilities. Supports program management office in technical role. Represents the organization as the prime customer contact on contracts or projects. Interacts with senior customer personnel on significant technical matters, often requiring coordinated activity across organizational lines.

Experience:

12-15 years' of related experience.

Minimum Education:

Bachelor's degree (in computer science or engineering) or equivalent –Eight (8) years of related experience.

Junior Systems Engineer

Under close direction, assist in the coding and maintenance of utility programs, job control language and input/output handling programs, as well as other software of minimal complexity. Provides functional and empirical analysis related to the design, development, and implementation of hardware and software operating systems for the organization's products. May assist in the maintenance of program libraries and technical manuals. Attend on-going training sessions to achieve a higher level of technical skill.

Experience:

0-2 years' of related experience.

Minimum Education:

Bachelor's degree (in Computer Science, Math, Electrical Engineering) or equivalent –Eight (8) years of related experience.

Staff Systems Engineer 1

Under direction, assists in the definition and programming of moderately complex software. Works effectively on several phases of systems/software programming/analysis with little direction, but may require some instruction and guidance for other aspects. Provides functional and empirical analysis related to the design, development, and implementation of hardware and software operating systems for the organization's products. May assist in the coding of benchmark testing, job accounting and other control modules developed internally by the company. May assist with moderately complex software applications, such as system generations, compilers, link editors, and assemblers.

Experience:

2-4 years' of related experience.

Minimum Education:

Bachelor's degree (in Computer Science, Math, Electrical Engineering) or equivalent –Eight (8) years of related experience.

Senior Systems Engineer 1

Provides expertise and direction in the development or modification of complex software programs to enhance an operating system. Provides functional and empirical analysis related to the design, development, and implementation of hardware and software operating systems for the organization's products. Responsible for the instruction, assigning, and overseeing the performance of less experienced software systems engineers. Coordinates the activities of the software engineering department with other sections of the corporation's information systems operation. May train and supervise subordinate systems engineers.

Experience:

7-9 years' related experience.

Minimum Education:

Bachelor's degree (in Computer Science, Math, Electrical Engineering or related field) or equivalent – Eight (8) years of related experience.

Senior Systems Engineer 2

Performs as the highest-level technical expert, providing both internal and external consulting services. Works independently on advanced systems/software analysis projects. Develops and may conduct training programs. Remains current in operating systems/software analysis and technological developments/applications. Recommends future direction or projects to management. Provides expertise and direction in the development or modification of complex software programs to enhance an operating system.

Experience:

10-12 years' related experience.

Minimum Education:

Bachelor's degree (in Computer Science, Math, Electrical Engineering) or equivalent –Eight (8) years of related experience.

Engineering & Support Services

Staff Designer 1

Prepares working plans, detailed drawings, and complete mechanical or electrical drawings of complex components and assemblies from notes, verbal instructions, and rough or detailed sketches for engineering or manufacturing purposes, frequently using computerized equipment (e.g., CAD/CAM). Makes engineering computations, writes specifications and makes adjustments in drawings or specifications. Verifies completed work, checking dimensions, material and quantities to be used. Work at this level generally involves more advanced design/drafting assignments. May provide work guidance and supervision to lower level positions.

Experience:

2-4 years' of related (mechanical drawing) experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Staff Engineering Aide 1

Under general supervision, provides technical support to engineers on a variety of routine, technical tasks. Gathers, maintains, formats, compiles and manipulates technical data, such as laboratory or material test results and engineering design changes. Records data to assist with engineering evaluation or analysis.

Experience:

2-3 years' related experience.

Minimum Education:

Diploma, GED, or equivalent – Additional 2 years added to the required experience.

Staff Engineering Aide 2

Under general supervision, provides technical support to engineers on a variety of routine, technical tasks. Gathers, maintains, formats, compiles and manipulates technical data, such as laboratory or material test results and engineering design changes. Records data to assist with engineering evaluation or analysis.

Experience:

3-4 years' related experience.

Minimum Education:

Diploma, GED, or equivalent – Additional 2 years added to the required experience.

Senior Engineering Aide 1

Under general supervision, provides basic technical support to engineers on a variety of routine, technical tasks. Gathers, maintains, formats, compiles and manipulates technical data, such as laboratory or material test results and engineering design changes. Produces engineering documentation, reports, drawings (flow charts, block diagrams, and schematics). Conducts tests and records data to assist with engineering evaluation or analysis. Performs routine calculations and may use computer in performance of duties.

Experience:

4-5 years' related experience.

Minimum Education:

Diploma, GED, or equivalent – Additional 2 years added to the required experience.

Senior Engineering Aide 2

Provides technical support to engineers on a variety of complex technical tasks. Gathers, maintains, formats, and manipulates technical data, such as laboratory or material test results and engineering design changes. Produces engineering documentation, reports and drawings. Conducts tests and records data. Performs complex calculations and interprets results.

Experience:

5-6 years' related experience.

Minimum Education:

Diploma, GED, or equivalent – Additional 2 years added to the required experience.

Junior Field Technician 1

Under close supervision, assists in the maintenance of site/field equipment and/or the installation, rearrangement and removal of equipment and associated wiring at the customer site or at the company location. Assists in the testing, moving, repair and adjustment of equipment problems associated with trouble reports and performs routine maintenance.

Experience:

0-2 years' related experience.

Minimum Education:

Diploma, GED, or equivalent – Additional 2 years added to the required experience.

Junior Field Technician 2

Under close supervision, assists in the maintenance of site/field equipment and/or the installation, rearrangement and removal of equipment and associated wiring at the customer site or at the company location. Assists in the testing, moving, repair and adjustment of equipment problems associated with trouble reports and performs routine maintenance.

Experience:

1-2 years' related experience.

Minimum Education:

Diploma, GED, or equivalent – Additional 2 years added to the required experience.

Staff Field Technician 1

Under close supervision, assists in the maintenance of site/field equipment and/or the installation, rearrangement and removal of equipment and associated wiring at the customer site or at the company location. Assists in the testing, moving, repair and adjustment of equipment problems associated with trouble reports and performs routine maintenance.

Experience:

2-3 years' related experience.

Minimum Education:

Diploma, GED, or equivalent – Additional 2 years added to the required experience.

Staff Field Technician 2

Under close supervision, assists in the maintenance of site/field equipment and/or the installation, rearrangement and removal of equipment and associated wiring at the customer site or at the company location. Assists in the testing, moving, repair and adjustment of equipment problems associated with trouble reports and performs routine maintenance.

Experience:

3-4 years' related experience.

Minimum Education:

Diploma, GED, or equivalent – Additional 2 years added to the required experience.

Senior Field Technician 1

Under general supervision, assists in the maintenance of site/field equipment and/or the installation, rearrangement and removal of equipment and associated wiring at the customer site or at the company location. Assists in the testing, moving, repair and adjustment of equipment problems associated with trouble reports and performs routine maintenance.

Experience:

4-5 years' related experience.

Minimum Education:

Diploma, GED, or equivalent – Additional 2 years added to the required experience.

Senior Field Technician 2

Provides technical support to engineers, on site or field, on a variety of complex technical tasks. Gathers, maintains, formats, and analyzes technical data, such as laboratory or material test results and engineering design changes. Produces engineering documentation, reports and drawings. Conducts tests and records data. Performs complex calculations and interprets results.

Experience:

5–6 years' related experience.

Minimum Education:

Diploma, GED, or equivalent – Additional 2 years added to the required experience.

Field Services Manager

Manages equipment installation and/or maintenance activities at one or more sites, providing second level problem resolution. Meets with customers to resolve critical issues as required. Participates in the hiring, firing, and performance appraisal process of subordinates.

Experience:

7–9 years related experience.

Minimum Education:

Bachelor's degree (in Technology or Electronics) or equivalent – Eight (8) years of related experience.

Lead Technician

Usually works without established procedures, performing a wide variety of nonstandard complex tasks in the electronic, mechanical, electro-mechanical, or optical areas. Evaluates and resolves calibrating and troubleshooting problems. Assists engineers in design, development, and evaluation of new products and recommends product improvements or manufacturing modifications. Designs, develops, and coordinates building of experimental, prototype models, or test fixtures. Determines types of tests to be performed; approves and suggests modifications to testing equipment; and analyzes test results to evaluate performance of products or equipment. May design and/or improvise equipment, tools, and fixtures. Typically requires extensive knowledge of theory and principles.

Experience:

2–4 years' of experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Staff Aerospace Engineer 1

Researches, designs, develops, and tests structures, propulsion units, and guidance and control subsystems for aircraft, missiles, or spacecraft. Analyzes aerospace product or equipment specifications and performance requirements to determine designs, which can be produced by existing manufacturing or processing facilities and methods. Evaluates new technologies for application in improving design of aerospace systems. Plans, coordinates, directs, and evaluates testing of aerospace systems. Performs risk assessment of aerospace systems and generates risk mitigation plans and strategies.

Experience:

2–4 years' related aerospace engineering experience.

Minimum Education:

Bachelor's degree (in Aerospace Engineering) or equivalent –Eight (8) years of related experience.

Staff Aerospace Engineer 2

Researches, designs, develops, and tests structures, propulsion units, and guidance and control subsystems for aircraft, missiles, or spacecraft. Analyzes aerospace product or equipment specifications and performance requirements to determine designs, which can be produced by existing manufacturing or processing facilities and methods. Evaluates new technologies for application in improving design of aerospace systems. Plans, coordinates, directs, and evaluates testing of aerospace systems. Performs risk assessment of aerospace systems and generates risk mitigation plans and strategies.

Experience:

5-7 years' related aerospace engineering experience.

Minimum Education:

Bachelor's degree (in Aerospace Engineering) or equivalent – Eight (8) years of related experience.

Senior Aerospace Engineer 1

Researches, designs, develops, and tests structures, propulsion units, and guidance and control subsystems for aircraft, missiles, or spacecraft. Analyzes aerospace product or equipment specifications and performance requirements to determine designs, which can be produced by existing manufacturing or processing facilities and methods. Evaluates new technologies for application in improving design of aerospace systems. Plans, coordinates, directs, and evaluates testing of aerospace systems. Performs risk assessment of aerospace systems and generates risk mitigation plans and strategies. May provide work leadership for lower level employees.

Experience:

8-10 years' related aerospace engineering experience.

Minimum Education:

Bachelor's degree (in Aerospace Engineering) or equivalent – Eight (8) years of related experience.

Senior Aerospace Engineer 2

Researches, designs, develops, and tests structures, propulsion units, and guidance and control subsystems for aircraft, missiles, or spacecraft. Analyzes complex aerospace product or equipment specifications and performance requirements to determine designs, which can be produced by existing manufacturing or processing facilities and methods. Evaluates new advanced technologies for application in improving design of complex aerospace systems. Plans, coordinates, directs, and evaluates testing of complex aerospace systems. Performs risk assessment of advanced aerospace systems and generates risk mitigation plans and strategies.

Experience:

10–12 years' related aerospace engineering experience.

Minimum Education:

Bachelor's degree (in Aerospace Engineering) or equivalent –Eight (8) years of related experience.

Principal Aerospace Engineer 1

Serves as the recognized industry expert in field. Researches, designs, develops, and tests structures, propulsion units, and guidance and control subsystems for aircraft, missiles, or spacecraft. Analyzes complex aerospace product or equipment specifications and performance requirements to determine designs, which can be produced by existing manufacturing or processing facilities and methods. Evaluates new advanced technologies for application in improving design of complex aerospace systems. Plans, coordinates, directs, and evaluates testing of complex aerospace systems. Performs risk assessment of advanced aerospace systems and generates risk mitigation plans and strategies.

Experience:

12–15 years' related aerospace engineering experience.

Minimum Education:

Bachelor's degree (in Aerospace Engineering) or equivalent –Eight (8) years of related experience.

Junior Engineer

Under close supervision, performs relatively routine analysis, design, development, testing, and debugging of computer software and product hardware with the ongoing guidance and direction from more experienced engineers. Translates technical guidance into usable engineering data applicable to the particular assignment. Engineering activities support both domestic and international products/services.

Experience:

0–2 years' related experience.

Minimum Education:

Bachelor's degree (in Computer Science, Math, Electrical Engineering or Information Technology) or equivalent –Eight (8) years of related experience.

Staff Engineer 1

Performs a variety of specific professional non-complex engineering tasks of an analysis, design, or test nature. Participates on project teams as required and receives close guidance and instruction from more experienced engineers and/or supervisor when working in more complex areas. Engineering activities support both domestic and international products/services.

Experience:

2-4 years' experience.

Minimum Education:

Bachelor's degree (in Computer Science, Math, Electrical Engineering or Information Technology) or equivalent – Eight (8) years of related experience.

Staff Engineer 2

Performs a variety of moderately complex software and/or hardware engineering activities of an analysis, design, or test nature. Participates on project teams and provides guidance to less experienced engineers and technical staff. Plans, conducts, and may supervise research, development, or installation of products and systems in conformance with engineering design and customer specification. Engineering activities support both domestic and international products/services.

Experience:

5-7 years' experience.

Minimum Education:

Bachelor's degree (in Computer Science, Math, Electrical Engineering or Information Technology) or equivalent – Eight (8) years of related experience.

Senior Engineer 1

Performs a variety of complex engineering tasks of an analysis, design, or test nature in one or more of the company's product/service areas requiring strong technical skills in one or more software and/or hardware engineering disciplines. Participates on project teams and provides guidance to less advanced engineers. Engineering activities support both domestic and international products/services.

Experience:

7-9 years' experience.

Minimum Education:

Bachelor's degree (in Computer Science, Math, Electrical Engineering, Information Technology or related field) or equivalent – Eight (8) years of related experience.

Senior Engineer 2

Serves as a professional authority, and/or project team leader with expert level knowledge in at least one engineering discipline in one or more of the company's product/service areas. Engineering activities support both domestic and international products/services.

Experience:

10-12 years' experience.

Minimum Education:

Master's degree (in an engineering discipline) – Twelve (12) years of related experience.

Principal Engineer 1

Serves as a professional authority in one engineering discipline or specialty area. Conducts preliminary and advanced design studies and prepares and presents major portions of engineering proposals. Conceives and develops solutions to complex analytical, design, and test problems that program(s) experience. Contributes to systems philosophy and design objectives. Analyzes and resolves important failures in test and service, often without recourse to intense theoretical studies and test programs. Assures continuity of design features from advanced design through contract status. Writes complex specifications and engineering reports as a result of advance studies, special engineering investigations, and similar activities. Develops aspects of new theory and design criteria for general application.

Experience:

12-15 years' experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Principal Engineer 2

Serves as a recognized professional authority in one engineering discipline or specialty area. Conducts preliminary and design studies and prepares and presents major portions of engineering proposals. Conceives and develops solutions to complex analytical, design, and test problems that program(s) experience. Contributes to systems philosophy and design objectives. Analyzes and resolves critical failures in test and service without the benefit theoretical studies. Assures continuity of design features from advanced design through contract status. Writes very complex specifications and engineering reports as a result of advance studies, special engineering investigations, and similar activities. Develops aspects of new theory and design criteria for general application.

Experience:

16 years of experience.

Minimum Education:

Bachelor's degree or equivalent (Master's degree preferred) – Eight (8) years of related experience.

Junior Mechanical Engineer

Responsible for researching, planning, designing and developing new applications for electro-mechanical equipment and systems. Reviews contractor's standards, specifications and other documentation to determine mechanical engineering requirements. Design or reviews simple mechanical, hydraulic, pneumatic, ventilation and/or instrumentation systems using analytical and investigative methods and techniques to ensure systems meet required specifications. Gathers and correlates basic data and performs routine engineering research and development assignments involving calculations and relatively simple tests in order to develop new applications or upgrade existing hardware. Guides and assists technicians in fabrication and installation of simple mechanical and related equipment and routine systems in order to ensure conformance of product and systems with engineering design and customer specifications. May evaluate field installations and recommend design modifications to eliminate malfunctions or improve equipment or system function. May review and correct drawings to ensure that products are in accordance with proper engineering techniques and specifications.

Experience:

0–2 years' related experience.

Minimum Education:

Bachelor's degree (in Mechanical Engineering) or equivalent –Eight (8) years of related experience.

Staff Mechanical Engineer 1

Provide engineering design, maintenance support, and training to the manufacturing areas, and assess new and existing equipment to optimize efficiency, safety, quality, and cost effectiveness in the production of compact discs. Develop project designs for research and development in support of corporate strategic planning requirements. Prioritize and complete design-engineering projects to maximize production and cost effectiveness. Design new equipment and machinery as conceived to support the in-house needs of Manufacturing and Engineering. Assist in building, installing, debugging, and testing new equipment to ensure production capabilities. Determine maintenance schedules, procedures, and safety standards on current and new equipment to ensure equipment is operated, maintained, and serviced properly. Train technicians and operators in manufacturing procedures to ensure consistent adherence of inter-plant process specifications/standards. Stay ahead of the competition by lending creative talent to the design and formulation of new product lines and enhancements. Apply analytical, evaluative, and constructive expertise to design engineering projects by the critical deadlines assigned.

Experience:

2–4 years' experience in a technical environment.

Minimum Education:

Bachelor's degree (in Mechanical Engineering) or equivalent – Eight (8) years of related experience.

Staff Mechanical Engineer 2

Provides engineering design and technical service. Performs all functions of technical consulting, conceptual design, cost estimation; provides engineering drawings/specifications; obtains construction bids; performs construction management as required. Possesses working knowledge of testing and data interpretation on vibration analysis, wear materials non-destructive testing, monitoring/failure analysis and equipment failure history analysis. Performs precision machine element alignments as required. Performs CAD machine duties; reads blueprints; interprets technical specifications; estimates costs; composes reports. Performs stress, strain and deflection analysis; performs bearing and power transmission design analysis.

Experience:

5-7 years' of experience.

Minimum Education:

Bachelor's degree (in Mechanical Engineering) or equivalent – Eight (8) years of related experience.

Senior Mechanical Engineer 1

Responsible for providing guidance and expertise in mechanical engineering to design complex mechanical equipment and systems, and to investigate, evaluate and develop new applications for existing equipment and systems. Determines theoretical principles involved and applying advanced analytical and investigative methods and techniques. Analyzes assigned tasks to provide estimates of manpower and material required to complete. Prepares schedules for accomplishing tasks within estimates. Supervises and coordinates technicians in fabrication and installation of complex mechanical and related electronic equipment and systems. May direct field operation and maintenance activities of mechanical equipment/systems installations. Evaluates operational systems and designs modification to eliminate causes of malfunctions or changes in system requirements. Develops new applications requiring appreciable originality and ingenuity, and complex test procedures for equipment and systems which are significantly different from existing designs. Plans, organizes and conducts the development of each assignment; coordinates manpower assigned to each activity and coordinates the activities of group involved in various stages of overall program to ensure effective integration. Provides technical guidance to personnel involved with producing design fabrication drawings. Reviews and corrects drawings to ensure proper engineering techniques and required specification have been utilized. Develops, releases and maintains documentation in accordance with company and contractual requirements. Reviews, writes and edits reports such as evaluation plans, test results, technical manuals, etc. to provide recommendations, conclusions, and other data.

Experience:

8-10 years' professional experience in a technical environment.

Minimum Education:

Bachelor's degree in Mechanical Engineering or equivalent – Eight (8) years of related experience.

Senior Mechanical Engineer 2

Supervises lower level engineers, clerical staff and other related support staff. Reviews and accepts responsibility for work performed by staff personnel. Presents all work to project originator and obtains satisfactory acceptance sign-off. Ensures that all project work is properly documented, filed and recorded for

future reference. Performs all functions of technical consulting, conceptual design and cost estimation; provides engineering drawings/specifications; obtains construction bids; and performs construction management as required. Acts on behalf of the company in design and coordination of facilities affecting the company and other outside or adjacent firms. Provides data interpretation with recommendations on analysis, testing, monitoring/failure analysis and equipment failure history analysis; supervises precision machine element alignments as required. Performs drafting/CAD machine duties; reads blueprints; interprets technical specifications; estimates costs; composes reports. Performs stress, strain and deflection analysis.

Experience:

10-12 years' related experience.

Minimum Education:

Bachelor's degree (in Engineering) or equivalent – Eight (8) years of related experience.

Principal Mechanical Engineer 1

Serves as the recognized industry expert in field. Supervises lower level engineers, clerical staff and other related support staff. Reviews and accepts responsibility for work performed by staff personnel. Presents all work to project originator and obtains satisfactory acceptance sign-off. Ensures that all project work is properly documented, filed and recorded for future reference. Performs all functions of technical consulting, conceptual design and cost estimation; provides engineering drawings/specifications; obtains construction bids; and performs construction management as required. Acts on behalf of the company in design and coordination of facilities affecting the company and other outside or adjacent firms. Provides data interpretation with recommendations on analysis, testing, monitoring/failure analysis and equipment failure history analysis; supervises precision machine element alignments as required. Performs drafting/CAD machine duties; reads blueprints; interprets technical specifications; estimates costs; composes reports. Performs stress, strain and deflection analysis.

Experience:

12–15 years' related experience.

Minimum Education:

Bachelor's degree (in Engineering) or equivalent –Eight (8) years of related experience.

Senior Quality Assurance Engineer 1

Defines and develops quality standards for receiving, in-process, and final inspection in accordance with company and contractual requirements. Reviews and evaluates complex in-process rejections and implements corrective action as needed. Interfaces with customers, vendors, and various company departments to resolve quality problems and provide information. Participates in and may lead audits. Provides management with feedback on inspection and test trends, returns, and vendor performance. May provide work leadership to lower level employees.

Experience:

7–9 years' related experience.

Minimum Education:

Bachelor's degree or equivalent –Eight (8) years of related experience.

Staff Structural Engineer 1

Designs load-bearing structures or structural elements, such as buildings, bridges, or roadways. Performs analysis of building materials for use in construction. Develops blueprints or specifications for use during construction and ensures all projects comply with applicable codes and regulations. Determines cause of structural failures, damages, and defects through site investigations. Provides reports detailing investigations and assessment of damages to the structure. . Perform structural design and analysis calculations using governing codes and standards, engineering formulas, skills, and experience. Layout and details portions of projects using schematic layout by project lead engineer. May be assigned responsibility for schematic or conceptual layouts when qualified. Provide drawing for own designs and produce sketches to incorporate in drawings by Designers/Drafters. Research design options and document findings for project lead engineer. Review shop drawings. Knowledge of computer-assisted engineering and design software and equipment to prepare engineering design documents. Perform field activities such as observe and record existing field conditions, take and verify measurements within project area. Organize, draft, and coordinate technical documents. Capable and experienced in managing and performing projects in a fast paced environment. Familiar with a variety of the field's concepts, practices, and procedures. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected.

Experience:

2-4 years' direct experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Staff Structural Engineer 2

Designs load-bearing structures or structural elements, such as buildings, bridges, or roadways. Performs analysis of building materials for use in construction. Develops blueprints or specifications for use during construction and ensures all projects comply with applicable codes and regulations. Determines cause of structural failures, damages, and defects through site investigations. Provides reports detailing investigations and assessment of damages to the structure. Perform structural design and analysis calculations using governing codes and standards, engineering formulas, skills, and experience. Layout and details portions of projects using schematic layout by project lead engineer. May be assigned responsibility for schematic or conceptual layouts when qualified. Provide drawing for own designs and produce sketches to incorporate in drawings by Designers/Drafters. Research design options and document findings for project lead engineer. Review shop drawings. May serve as Project Engineer and as a designated Client contact on smaller, less complex projects. Develop probable construction cost estimates for his/her projects within the department. May direct and supervise other Designers/Drafters activities. Knowledge of computer-assisted engineering and design software and equipment to prepare engineering design documents. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected.

Experience:

5-7 years' direct experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Junior Civil Engineer

Plans, design, and/or direct civil engineering projects. Provides resources and schedules in response to specified completion dates and technical applications. Prepares proposals and cost estimates. Evaluates project schedules and completion. On a limited basis, applies basic principles, theories, and concepts to job assignments. Work, closely managed, involves limited problem-solving, following standardized practices and procedures. Typically interfaces with Supervisor/Manager and other Professionals in work group.

Experience:

0–2 years' related professional experience.

Minimum Education:

Bachelor's degree or equivalent –Eight (8) years of related experience.

Staff Civil Engineer 1

Plans, design, and/or direct civil engineering projects (such as roads, airports, railroads, bridges, etc.). Provides resources and schedules in response to specified completion dates and technical applications. Prepares proposals and cost estimates. Evaluates project schedules and completion. Fully applies basic principles, theories, and concepts to job assignments. Exhibits technical and operational proficiency solving problems of moderate complexity. Contributes to completion of projects and programs in area of expertise. May interface with internal and/or external customers and provide guidance to non-exempts.

Experience:

2–4 years' of professional experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Staff Civil Engineer 2

Plans, design, and/or direct civil engineering projects (such as roads, airports, railroads, bridges, etc.). Provides resources and schedules in response to specified completion dates and technical applications. Prepares proposals and cost estimates. Evaluates project schedules and completion. Broadly applies basic principles, theories, and concepts to job assignments. Seasoned level of full competence that all professionals are expected to achieve in the area. Solves a diverse range of complex problems, working with limited direction. Frequently interfaces with internal/external customers and makes significant contributions to department goals and planning efforts.

Experience:

5–7 years' experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Senior Civil Engineer 1

Plans, design, and/or direct civil engineering projects (such as roads, airports, railroads, bridges, etc.). Provides resources and schedules in response to specified completion dates and technical applications. Prepares proposals and cost estimates. Evaluates project schedules and completion. Applies advanced principles, theories, and concepts to job assignments, and contributes to the development of new ideas and principles. Solves a uniquely complex problems, working under consultative direction. Often speaks for the organization to internal/external customers and works on long-range programs and objectives. Provides advice to the organization in area of expertise. Plays a role in overall functional strategic planning.

Experience:

8-10 years' professional experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Senior Civil Engineer 2

Plans, design, and/or direct civil engineering projects (such as roads, airports, railroads, bridges, etc.). Provides resources and schedules in response to specified completion dates and technical applications. Prepares proposals and cost estimates. Evaluates project schedules and completion. Applies leading-edge principles, theories, and concepts to job assignments, and contributes to the advancement of industry knowledge in the area of expertise. Solves the most complex technical problems, of critical importance to the organization's technical direction. Recognized as an expert in the field, leads development and implementation of key technologies for the organization. Often the individual contributor equivalent of a Director or VP.

Experience:

10 years related professional experience.

Minimum Education:

Master's degree or equivalent – Twelve (12) years of related experience.

Civil Engineering Manager

Plans, design, and/or direct civil engineering projects (such as roads, airports, railroads, bridges, etc.). Provides resources and schedules in response to specified completion dates and technical applications. Prepares proposals and cost estimates. Evaluates project schedules and completion. Manages Professional employees and/or Supervisors. Has budget, deadline responsibility in the area managed. Typically responsible for the day-to-day management of one functional area.

Experience:

10-12 years' related professional experience.

Minimum Education:

Bachelor's degree or equivalent –Eight (8) years of related experience.

Principal Civil Engineer 1

Plans, design, and/or direct civil engineering projects (such as roads, airports, railroads, bridges, etc.). Provides resources and schedules in response to specified completion dates and technical applications. Prepares proposals and cost estimates. Evaluates project schedules and completion. Applies leading-edge principles, theories, and concepts to job assignments, and contributes to the advancement of industry knowledge in the area of expertise. Solves a the most complex technical problems, of critical importance to the organization's technical direction. Recognized as an expert in the field, leads development and implementation of key technologies for the organization.

Experience:

12-15 years professional experience.

Minimum Education:

Master's degree or equivalent – Twelve (12) years of related experience.

Principal Civil Engineer 2

Plans, design, and/or direct civil engineering projects (such as roads, airports, railroads, bridges, etc.). Provides resources and schedules in response to specified completion dates and technical applications. Prepares proposals and cost estimates. Evaluates project schedules and completion. Applies leading-edge principles, theories, and concepts to job assignments, and contributes to the advancement of industry knowledge in the area of expertise. Solves a the most complex technical problems, of critical importance to the organization's technical direction. Recognized as an expert in the field, leads development and implementation of key technologies for the organization. Often the individual contributor equivalent of a Director or VP. May provide work leadership for lower level employees.

Experience:

15 years professional related experience.

Minimum Education:

Master's degree or equivalent – Sixteen (16) years of related experience.

Junior Electrical Engineer

Designs, develops, and tests all aspects of electrical components, equipment, and machinery. May use computer-assisted engineering and design software and equipment to perform assignments. Applies principles and techniques of electrical engineering to accomplish goals. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision.

Experience:

0–2 years' related experience.

Minimum Education:

Bachelor's degree or equivalent –Eight (8) years of related experience.

Staff Electrical Engineer 1

Designs, develops, and tests all aspects of electrical components, equipment, and machinery. May use computer-assisted engineering and design software and equipment to perform assignments. Applies principles and techniques of electrical engineering to accomplish goals. Familiar with standard concepts, practices, and

procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a supervisor or manager. A certain degree of creativity and latitude is required.

Experience:

2-4 years' related experience.

Minimum Education:

Bachelor's degree (in engineering) or equivalent – Eight (8) years of related experience.

Staff Electrical Engineer 2

As a senior designer, designs, develops, and tests all aspects of electrical components, equipment, and machinery. May use computer-assisted engineering and design software and equipment to perform assignments. Applies principles and techniques of electrical engineering to accomplish goals. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May report to an executive or a manager. A wide degree of creativity and latitude is expected.

Experience:

5-7 years' related experience.

Minimum Education:

Bachelor's degree (in engineering) or equivalent – Eight (8) years of related experience.

Senior Electrical Engineer 1

Working independently, designs, develops, and tests all aspects of electrical components, equipment, and machinery. May use computer-assisted engineering and design software and equipment to perform assignments. Applies principles and techniques of electrical engineering to accomplish goals. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department. Requires a bachelor's degree in engineering and eight to ten years of experience in the field or in a related area.

Experience:

8-10 years' related experience.

Minimum Education:

Bachelor's degree in Engineering or equivalent – Eight (8) years of related experience.

Senior Electrical Engineer 2

Working as industry expert, designs, develops, and tests all aspects of electrical components, equipment, and machinery. May use computer-assisted engineering and design software and equipment to perform assignments. Applies principles and techniques of electrical engineering to accomplish goals. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be the top level contributor/specialist. A wide degree of creativity and latitude is expected.

Experience:

10-12 years' related experience.

Minimum Education:

Bachelor's degree (in Engineering) or equivalent –Eight (8) years of related experience.

Engineering Supervisor

Manages the work of first level supervisory engineers and the higher-level engineers. Participates in engineering problem resolution and participates in technical design/modification negotiations with and for presentations to customers.

Experience:

7-9 years' related (engineering and project management) experience.

Minimum Education:

Bachelor's degree (in Computer Science, Math or Electrical Engineering) or equivalent –Eight (8) years of related experience.

Senior Engineering Manager

Plans, directs, and manages a major function of the engineering activities for the reporting unit with budget responsibility for the engineering functions managed. Responsible for the employment, training, motivation and evaluation of assigned staff. Directs the development of system requirements and specifications for various systems through multiple phases, makes decisions and recommendations that have impact on engineering and related activities of the division.

Experience:

10-12 years' related engineering and management experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Principal Engineering Manager

Directs all product/service research and development engineering activities for the reporting unit. Coordinates activities with engineering, sales, marketing, and operations to identify needs and provide engineering solutions. Develops strategic plans, policies and procedures for research and development for both domestic and international engineering activities.

Experience:

12-15 years' related engineering and management experience.

Minimum Education:

Bachelor's degree (in Technology or Math) or equivalent – Eight (8) years of related experience.

Engineering Director

Manages and directs engineering department resources and activities. Technical approval responsibility for the design of current production work and new product development activities. Develops and recommends corporate engineering policies and procedures consistent with company objective, including, but not limited to, new product testing procedures, problem solving, and training of engineering personnel. Manages engineering department's assets, hardware and software, and any of the other related programs or systems within the engineering department. Coordinates with technical support personnel to conduct prototype runs for products or processes. Provides technical responsibility for planning, organizing and coordinating test procedures on current and future designs. Communicates with company personnel on projects, priorities, timetables and budgets as required. Interacts with customers and/or vendors. Develops short term and long term goals of design engineering and research and development.

Experience:

12 years engineering experience.

Minimum Education:

Bachelor's degree in engineering – Eight (8) years of related experience.

Scientific/Analytical

Junior Scientist

Analyzes problems and applies theoretical techniques to develop solutions. Analyzes and organizes technical data and reports into summaries for management review. Prepares technical reports, manuals and procedures. Defines and describes laboratory tests to be performed. Participates in test programs and prepares reports of test results. Conduct advanced scientific research. Contribute new ideas and experimental approaches to research projects, and support the design and development of processes for new products, product performance evaluation, and troubleshooting and root cause analysis. Analyze data and develop experimental designs. On a limited basis, applies basic principles, theories, and concepts to job assignments. Work closely managed, involves limited problem-solving, following standardized practices and procedures.

Experience:

0-2 years' related professional experience.

Minimum Education:

Bachelor's degree or equivalent –Eight (8) years of related experience.

Staff Scientist 1

Analyzes problems and applies theoretical techniques to develop solutions. Analyzes and organizes technical data and reports into summaries for management review. Prepares technical reports, manuals and

procedures. Defines and describes laboratory tests to be performed. Participates in test programs and prepares reports of test results. Conduct advanced scientific research. Contribute new ideas and experimental approaches to research projects, and support the design and development of processes for new products, product performance evaluation, troubleshooting and root cause analysis. Analyze data and develop experimental designs. Fully applies basic principles, theories, and concepts to job assignments. Exhibits technical and operational proficiency solving problems of moderate complexity. Contributes to completion of projects and programs in area of expertise. May interface with internal and/or external customers and provide guidance to non-exempts.

Experience:

2-4 years' related professional experience.

Minimum Education:

Bachelor's degree or equivalent -Eight (8) years of related experience.

Staff Scientist 2

Carries out development and testing of programs or systems, components and materials concurrent with design, fabrication or testing to better evaluate and minimize future problems. Develops alternative solutions to existing problems. Performs or delegates all detail work necessary to determine optimum solution/s. Evaluates proposals and makes recommendations based on sound scientific principles and practical considerations. Prepares cost and schedule estimates and technical documents on proposed projects in assigned area. Demonstrates creative ability through patent disclosures, problem solving, scientific reports or technical papers and articles. May provide work leadership for lower level employees. Conduct advanced scientific research. Contribute new ideas and experimental approaches to research projects, and support the design and development of processes for new products, product performance evaluation, troubleshooting and root cause analysis. Analyze data and develop experimental designs. Manage scientific projects. Broadly applies basic principles, theories, and concepts to job assignments. Seasoned level of full competence that all professionals are expected to achieve in the area. Solves a diverse range of complex problems, working with limited direction. Frequently interfaces with internal/external customers and makes significant contributions to department goals and planning efforts.

Experience:

5-7 years' related professional experience.

Minimum Education:

Bachelor's degree or equivalent -Eight (8) years of related experience.

Senior Scientist 1

Plans and performs scientific duties on new and varied problems where only general objectives are stated. Coordinates broad phases of the project and performs advanced development work to obtain or maintain technical leadership in assigned field. Plans scientific effort in coordination with related activities of other projects, departments, etc. Collaborates with supervisor to determine scheduling, budget, manpower, equipment and supplies required for assigned project. Demonstrates creative ability through patent disclosures, problem solving, scientific reports or technical papers and articles. May provide work leadership for lower level employees. Conduct advanced scientific research. Contribute new ideas and experimental approaches to research projects, and support the design and development of processes for new products, product performance evaluation, troubleshooting and root cause analysis. Analyze data and develop experimental designs. Manage scientific projects. Applies advanced principles, theories, and concepts to job assignments,

and contributes to the development of new ideas and principles. Solves uniquely complex problems, working under consultative direction. Often speaks for the organization to internal/external customers and works on long-range programs and objectives. Provides advice to the organization in area of expertise. Plays a role in overall functional strategic planning.

Experience:

7–9 years' related professional experience.

Minimum Education:

Bachelor's degree or equivalent –Eight (8) years of related experience.

Senior Scientist 2

Working primarily under consultative direction toward pre-determined long-range goals. Investigates and advises management regarding feasibility of new projects, systems or approaches. Provides economic estimates and the basic research or testing concept for such new projects. Provides technical coordination on assigned programs and may assume the lead role in a project or program. Identifies, defines and recommends solutions to significant technical and economic problems based on general input from management. Through the careful review of reports, patents, literature and other data, maintains an up-to-date comprehensive understanding of the latest developments in the technical field as it pertains to the scope of responsibility. Actively participates in committee work of professional societies working with people outside the company. May write articles for professional societies covering the broad phases of the assignment. Conduct advanced scientific research. Contribute new ideas and experimental approaches to research projects, and support the design and development of processes for new products, product performance evaluation, troubleshooting and root cause analysis. Analyze data and develop experimental designs. Manage scientific projects. Applies leading-edge principles, theories, and concepts to job assignments, and contributes to the advancement of industry knowledge in the area of expertise. Solves the most complex technical problems, of critical importance to the organization's technical direction. Recognized as an expert in the field, leads development and implementation of key technologies for the organization.

Experience:

10–12 years' related professional experience.

Minimum Education:

Bachelor's degree or equivalent –Eight (8) years of related experience.

Principal Scientist 1

Investigates and advises management regarding feasibility of new projects, systems or approaches. Provides economic estimates and the basic research or testing concept for such new projects. Provides technical coordination on assigned programs and may assume the lead role in a project or program. Identifies, defines and recommends solutions to significant technical and economic problems based on general input from management. Through the careful review of reports, patents, literature and other data, maintains an up-to-date comprehensive understanding of the latest developments in the technical field as it pertains to the scope of responsibility. Actively participates in committee work of professional societies working with people outside the company. Writes articles and presents papers for professional societies covering the broad phases of the assignment. Incumbents are normally widely recognized for their achievements, technical expertise and meritorious standing within their professional field. Work at this level is normally on the forefront of new technologies. Must be recognized beyond the company as an authority in the field and have a superior record of creative work most often including disclosures and patents.

Experience:

15 years related scientific function with progressively complex experience.

Minimum Education:

Master's degree (in a Physical Science) or equivalent – twelve (12) years of related experience.

Principal Scientist 2

Incumbents are leading experts in given fields and recognized as such both internally and externally. The incumbent is typically considered comparable to an executive level position. Incumbent investigates and advises management regarding feasibility for the most complex and high revenue projects. Provides economic estimates and the research or testing concept for such new projects. Provides technical coordination and assumes the lead role. Identifies, defines and recommends solutions to the most complex technical and economic problems based on general input from management. Through the careful review of reports, patents, literature and other data, maintains an up-to-date comprehensive understanding of the latest developments in the technical field as it pertains to the scope of responsibility. Actively participates in committee work of professional societies working with people outside the company. Writes articles and presents papers for professional societies covering the broad phases of the assignment. Work at this level is on the forefront of new technologies. Must be recognized beyond the company as an authority in the field and have a superior record of creative work including disclosures and patents.

Experience:

18 years related scientific experience.

Minimum Education:

Doctorate degree (in Physical Science) or equivalent – Sixteen (16) years of related experience.

Principal Scientist Manager

Conduct advanced scientific research. Contribute new ideas and experimental approaches to research projects, and support the design and development of processes for new products, product performance evaluation, and troubleshooting and root cause analysis. Analyze data and develop experimental designs. Manage scientific projects. Gives direction to 1st Level Managers and high level Professionals. Directs and oversees implementation of large programs and projects.

Experience:

10 years related professional experience.

Minimum Education:

Bachelor's degree (in a Physical Science) or equivalent – Eight (8) years of related experience.

Staff Functional Analyst 1

Under supervision, analyzes factors and components of systems to recommend and institute changes to increase efficiency. Plan studies of work problems and procedures, such as organizational changes, communication, information flow, integrated production methods, or cost analysis. Translates user requirements into system specifications, configuration management plans, life cycle management, documentation, and integrated logistics support plans and related operational summaries. Recommends improvements of modifications in sequence of operations, equipment utilization and related matters. Examines and analyzes current and contemplated operations for developing, defining, and coordinating user requirements which will satisfy the total program need. Gathers information from users, defines work problems, and designs a system and procedures to resolve problems. Interfaces with the user and participates in and conducts structured walk through. Writes specifications manuals and user documentation for client or user personnel. Assist more senior level Functional Analysts in the design, development, and analysis of logical and physical data base design and maintenance.

Experience:

2-4 years' related experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Staff Functional Analyst 2

Analyzes factors and components of systems to recommend and institute changes to increase efficiency. Plan studies of work problems and procedures, such as organizational changes, communication, information flow, integrated production methods, or cost analysis. Recommends improvements of modifications in sequence of operations, equipment utilization and related matters. Examines and analyzes current and contemplated operations for developing, defining, and coordinating user requirements which will satisfy the total program need. Translates user requirements into system specifications, configuration management plans, life cycle management documentation, and integrated logistics support plans and related operational summaries. Writes specifications manuals and user documentation for client or user personnel. Gathers information from users, defines work problems, and designs a system and procedures to resolve problems. May supervise and provide technical direction to lower level Functional Analyst.

Experience:

5-7 years' related experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Staff Chemical Engineer 1

Designs equipment and processes related to the manufacture and/or use of chemicals and related products (such as plastics, fuels, synthetic materials, cleaning agents, etc.). Conducts research to improve operational efficiency and effectiveness, implementing improvements to chemical processes and controls. Fully applies basic principles, theories, and concepts to job assignments. Exhibits technical and operational proficiency solving problems of moderate complexity. Contributes to completion of projects and programs in area of expertise. May interface with internal and/or external customers and provide guidance to non-exempts.

Experience:

2-4 years' related professional experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Staff Chemical Engineer 2

Designs equipment and processes related to the manufacture and/or use of chemicals and related products (such as plastics, fuels, synthetic materials, cleaning agents, etc.). Conducts research to improve operational efficiency and effectiveness, implementing improvements to chemical processes and controls. Broadly applies basic principles, theories, and concepts to job assignments. Seasoned level of full competence that all professionals are expected to achieve in the area. Solves a diverse range of complex problems, working with limited direction. Frequently interfaces with internal/external customers and makes significant contributions to department goals and planning efforts.

Experience:

5-7 years' related professional experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Senior Chemical Engineer 1

Designs equipment and processes related to the manufacture and/or use of chemicals and related products (such as plastics, fuels, synthetic materials, cleaning agents, etc.). Conducts research to improve operational efficiency and effectiveness, implementing improvements to chemical processes and controls. Applies advanced principles, theories, and concepts to job assignments, and contributes to the development of new ideas and principles. Solves a uniquely complex problems, working under consultative direction. Often speaks for the organization to internal/external customers and works on long-range programs and objectives. Provides advice to the organization in area of expertise. Plays a role in overall functional strategic planning.

Experience:

8-10 years' related professional experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Junior Cognitive Scientist

Under close supervision works as member of team in conducting applied research in the areas of naturalistic decision making, human cognition, expert performance, cognitive performance improvement and assessment, cultural differences, and culture competence and assessment. Applies its research to the identification of cognitive training requirements, the design of cognitive skills training programs, the development of metrics for cognitive performance, and the development of competency models. Contributes to team research and development efforts in the areas of training design, competency modeling, and cognitive metrics.

Experience:

0-2 years' related experience.

Minimum Education:

Bachelor's degree (in an applied discipline) or equivalent – Eight (8) years of related experience.

Staff Cognitive Scientist 1

Works as member of team in conducting applied research in the areas of naturalistic decision making, human cognition, expert performance, cognitive performance improvement and assessment, cultural differences, and culture competence and assessment. Applies its research to the identification of cognitive training requirements, the design of cognitive skills training programs, the development of metrics for cognitive performance, and the development of competency models. Contributes to team research and development efforts in the areas of training design, competency modeling, and cognitive metrics.

Experience:

3–5 years' of experience.

Minimum Education:

Bachelor's degree (in an applied discipline) or equivalent – Eight (8) years of related experience.

Staff Cognitive Scientist 2

Works as senior member of team in conducting applied research in the areas of naturalistic decision making, human cognition, expert performance, cognitive performance improvement and assessment, cultural differences, and culture competence and assessment. Applies its research to the identification of cognitive training requirements, the design of cognitive skills training programs, the development of metrics for cognitive performance, and the development of competency models. Leads and contributes to team research and development efforts in the areas of training design, competency modeling, and cognitive metrics.

Experience:

5-7 years' related experience.

Minimum Education:

Master's degree (in an applied discipline) or equivalent – Twelve (12) years of related experience.

Senior Cognitive Scientist 1

Leads teams in conducting applied research in the areas of naturalistic decision making, human cognition, expert performance, cognitive performance improvement and assessment, cultural differences, and culture competence and assessment. Applies its research to the identification of cognitive training requirements, the design of cognitive skills training programs, the development of metrics for cognitive performance, and the development of competency models. Leads and contributes to team research and development efforts in the areas of training design, competency modeling, and cognitive metrics. Ability to lead small project teams and manage project tasks and budgets.

Experience:

8-10 years' experience.

Minimum Education:

Master's degree (in an applied discipline) or equivalent – Twelve (12) years of related experience.

Senior Cognitive Scientist 2

Serves as internal expert and leads teams in conducting applied research in the areas of naturalistic decision making, human cognition, expert performance, cognitive performance improvement and assessment, cultural differences, and culture competence and assessment. Applies its research to the identification of cognitive training requirements, the design of cognitive skills training programs, the development of metrics for cognitive performance, and the development of competency models. Leads and contributes to team research and development efforts in the areas of training design, competency modeling, and cognitive metrics. Ability to lead medium project teams and manage project tasks and budgets.

Experience:

10-12 years' experience.

Minimum Education:

Master's degree (in an applied discipline) or equivalent – Twelve (12) years of related experience.

Principal Cognitive Scientist 1

Serves as company and industry expert and leads teams in conducting applied research in the areas of naturalistic decision making, human cognition, expert performance, cognitive performance improvement and assessment, cultural differences, and culture competence and assessment. Applies its research to the identification of cognitive training requirements, the design of cognitive skills training programs, the development of metrics for cognitive performance, and the development of competency models. Leads and contributes to team research and development efforts in the areas of training design, competency modeling, and cognitive metrics. Ability to lead large project teams and manage project tasks and budgets.

Experience:

12-15 years' experience.

Minimum Education:

Master's degree (in an applied discipline) or equivalent – Twelve (12) years of related experience.

Staff Human Factors Engineer 1

Under general supervision, conducts applied research in human/machine interaction, equipment/facilities design, environmental design, and human performance assessment. Conducts experiments and usability testing, performs data collection, analyzes behavioral data using statistical applications. Knowledge of human cognition, including serial and parallel processing, visual perception, attention allocation, and reaction time. Expert in experimental design and statistical analysis.

Experience:

3-5 years' Human Factors research experience.

Minimum Education:

Master's degree (in Industrial Engineering or Industrial Psychology with an emphasis on Human Factors) or equivalent – Twelve (12) years of related experience.

Staff Human Factors Engineer 2

Leads and conducts studies in human/machine interaction, equipment/facilities design, environmental design, and human performance assessment. Responsible for finalizing project deliverables and writing of technical reports. Designs experiments and usability testing, oversees data collection and analysis of behavioral data. Participates in overall project management. Knowledge of human cognition, including serial and parallel processing, visual perception, attention allocation, and reaction time. Expert in experimental design and statistical analysis. May participate in staff development/selection. May provide work leadership for lower level employees. Masters (or Doctorate) preferred) in Industrial Engineering or Industrial Psychology with an emphasis on Human Factors and five to seven to ten years experience in Human Factors research.

Experience:

5-7 years' Human Factors research experience.

Minimum Education:

Master's degree (in Industrial Engineering or Industrial Psychology with an emphasis on Human Factors) or equivalent – Twelve (12) years of related experience.

Senior Human Factors Engineer 1

Serves as principal staff member to lead and conduct studies in human/machine interaction, equipment/facilities design, environmental design, and human performance assessment. Responsible for finalizing project deliverables and writing of technical reports. Designs experiments and usability testing, oversees data collection and analysis of behavioral data. Participates in overall project management. Knowledge of human cognition, including serial and parallel processing, visual perception, attention allocation, and reaction time. Expert in experimental design and statistical analysis. May participate in staff development/selection. May provide work leadership for lower level employees.

Experience:

8-10 years' Human Factors research experience.

Minimum Education:

Master's degree (in Industrial Engineering or Industrial Psychology with an emphasis on Human Factors) or equivalent – Twelve (12) years of related experience.

Senior Human Factors Engineer 2

Serves as principal staff member to lead and conduct studies in human/machine interaction, equipment/facilities design, environmental design, and human performance assessment. Responsible for finalizing project deliverables and writing of technical reports. Designs experiments and usability testing, oversees data collection and analysis of behavioral data. Participates in overall project management. Knowledge of human cognition, including serial and parallel processing, visual perception, attention allocation, and reaction time. Expert in experimental design and statistical analysis. May participate in staff development/selection. May provide work leadership for lower level employees.

Experience:

10-12 years' Human Factors research experience.

Minimum Education:

Master's degree (in Industrial Engineering or Industrial Psychology with an emphasis on Human Factors) or equivalent – Twelve (12) years of related experience.

Principal Human Factors Engineer 1

Serves as principal staff member to lead and conduct studies in human/machine interaction, equipment/facilities design, environmental design, and human performance assessment. Responsible for finalizing project deliverables and writing of technical reports. Designs experiments and usability testing, oversees data collection and analysis of behavioral data. Participates in overall project management. Knowledge of human cognition, including serial and parallel processing, visual perception, attention allocation, and reaction time. Expert in experimental design and statistical analysis. May participate in staff development/selection. May provide work leadership for lower level employees.

Experience:

12-15 years' Human Factors research experience.

Minimum Education:

Master's degree (in Industrial Engineering or Industrial Psychology with an emphasis on Human Factors) or equivalent – Twelve (12) years of related experience.

Principal Human Factors Engineer 2

Serves as principal staff member to lead and conduct studies in human/machine interaction, equipment/facilities design, environmental design, and human performance assessment. Responsible for finalizing project deliverables and writing of technical reports. Designs experiments and usability testing, oversees data collection and analysis of behavioral data. Participates in overall project management. Knowledge of human cognition, including serial and parallel processing, visual perception, attention allocation, and reaction time. Expert in experimental design and statistical analysis. May participate in staff development/selection. May provide work leadership for lower level employees.

Experience:

15 years Human Factors research experience.

Minimum Education:

Master's degree (in Industrial Engineering or Industrial Psychology with an emphasis on Human Factors) or equivalent – Twelve (12) years of related experience.

Senior Subject Matter Expert 2

This is a second level position for an experienced consultant who has a basic experience in, but is not limited to, supporting large projects related to the individual subject matter expertise. These senior personnel are beginning experts in either functional domains (e.g., finance, personnel, acquisition, etc.) with a number of years of experience. Subject Matter Experts prepare and deliver presentations to colleagues, subordinates, and government representatives. Assures the proper use of current or requested programming, testing and documentation techniques. They produce and/or review and/or documentation reflecting knowledge of areas as identified in the statement of work.

Experience:

5-7 years' related progressive experience.

Minimum Education:

Doctorate degree (in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, or Psychology) or equivalent – Sixteen (16) years of related experience.

Principal Subject Matter Expert 1

Relevant experience includes, but is not limited to, experience in supporting large projects related to the individuals subject matter expertise. These senior personnel are experts in either functional domains (e.g., finance, personnel, acquisition, etc.) with many years of experience. They will have some experience as leaders and Project Managers. Subject Matter Experts prepare and deliver presentations to colleagues, subordinates, and government representatives. Assures the proper use of current or requested programming, testing and documentation techniques. They produce and/or review substantive and/or complex documentation reflecting detailed knowledge of areas as identified in the statement of work.

Experience:

8-9 years' related progressive experience.

Minimum Education:

Doctorate degree (in Business, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, or Psychology) or equivalent – Sixteen (16) years of related experience.

Principal Subject Matter Expert 2

Relevant experience includes, but is not limited to, experience in supporting large projects related to the individuals subject matter expertise. These senior personnel are renowned experts in either functional domains (e.g., training, finance, personnel, acquisition, etc.) or technical disciplines (e.g., computer security, network engineering, etc.) with many years of experience. They all have extensive experience as technical leaders and senior Project Managers. Subject Matter Experts prepare and deliver presentations to colleagues, subordinates, and government representatives. Assures the proper use of current or requested testing and documentation techniques. Subject Matter Experts produce and/or review substantive and/or complex documentation reflecting detailed knowledge of areas as identified in the statement of work.

Experience:

10 years related progressive experience.

Minimum Education:

Doctorate degree (in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, or Psychology) or equivalent – Sixteen (16) years of related experience.

Senior Principal Subject Matter Expert

Serves as company and industry expert. Relevant experience includes, but is not limited to, experience in supporting large projects related to the individuals subject matter expertise. These senior personnel are renowned experts in either functional domains (e.g., training, finance, personnel, acquisition, etc.) or technical disciplines (e.g., computer security, network engineering, etc.) with many years of experience. They all have extensive experience as technical leaders and senior Project Managers. Subject Matter Experts prepare and deliver presentations to colleagues, subordinates, and government representatives. Assures the proper use of current or requested testing and documentation techniques. Subject Matter Experts produce and/or review substantive and/or complex documentation reflecting detailed knowledge of areas as identified in the statement of work.

Experience:

12 years related progressive experience.

Minimum Education:

Doctorate degree (in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, or Psychology) or equivalent – Sixteen (16) years of related experience.

Manufacturing

Junior Mechanical Technician

Assists in the assembly of mechanical devices and products. Performs mechanical assembly work with relatively close supervision and instruction. Specializes in the assembly of a variety of subassemblies. Proficient with common hand tools. Ability to work from schematics and rough sketches. Performs assembly operations on close tolerance mechanisms. Able to read blueprints and manufacturing drawings. Capable of assembling preproduction units. May require a DOD security clearance. Proven mechanical ability.

Experience:

6 months to 1 year of related experience.

Minimum Education:

Diploma, GED, or equivalent – Additional 2 years added to the required experience.

Staff Mechanical Technician 2

Plans the methods and procedures required to provide technical support for scientific or engineering programmatic work. Determines the sequence of operations and performs layout, fabrication, assembly, installation, and testing of experimental components, materials, apparatus, and equipment. Sets up and operates equipment, test apparatus, test equipment, diagnostic devices and related equipment. Designs hardware components according to guidelines for prototype or one of kind items. Analyzes design deficiencies or malfunctions where immediate determinations regarding causes and needed corrections are required.

Experience:

3–4 years' related experience.

Minimum Education:

Diploma, GED, or equivalent – Additional 2 years added to the required experience.

Senior Mechanical Technician 1

Plans the methods and procedures required to provide technical support for scientific or engineering programmatic work. Determines the sequence of operations and performs layout, fabrication, assembly, installation, and testing of experimental components, materials, apparatus, and equipment. Sets up and operates equipment, test apparatus, test equipment, diagnostic devices and related equipment. Designs hardware components according to guidelines for prototype or one of kind items. Analyzes design deficiencies or malfunctions where immediate determinations regarding causes and needed corrections are required.

Experience:

4–5 years' related experience.

Minimum Education:

Diploma, GED, or equivalent – Additional 2 years added to the required experience.

Senior Mechanical Technician 2

Consults with professional engineering or scientific personnel on the objectives or parameters of assigned technical support project. Selects the designs, methods, materials, and equipment required. Plans the methods and procedures required for fabricating, assembling, installing, and testing a variety of experimental components, materials, apparatus, and equipment. Plans and organizes components, apparatus, and equipment for adherence to project objectives and compliance. Determines alternative designs, methods, materials, and equipment as needed. May provide work leadership for lower level employees.

Experience:

5-6 years' related experience.

Minimum Education:

Diploma, GED, or equivalent – Additional 2 years added to the required experience.

Junior Quality Assurance Analyst

Under direct supervision, conducts routine analyses and tests of various components of a quality control program comprised of data analysis, systems evaluation, product assessment, and quality technology. Provides oversight for the development and maintenance of quality programs, processes and procedures that ensure compliance with policies and that the performance and quality of services conform to established standards and agency guidelines. Provides expertise and guidance in interpreting policies, regulatory and/or governmental regulations, and agency guidelines to assure compliance. Works directly with operating entities to provide process analyses oversight on a continuing basis to enforce requirements and meet guidelines. Leads audit and inspection preparation, resolution of audit and inspection findings and liaises with auditing groups and inspectors through all stages of the audits. Co-ordinates legal requests in support of government investigations or litigations. Ensures the quality assurance programs and policies are maintained and modified regularly. Facilitates uniform standards worldwide and enables best practice sharing, thereby fostering the achievement of company's mission globally. Conducts analysis and tests of raw materials, in-process materials, and finished products to ensure conformity to specifications in a manufacturing environment.

Experience:

0-2 years' related experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Staff Quality Assurance Analyst 1

Under general supervision, conducts routine analysis and tests of various components of a quality control program comprised of data analysis, systems evaluation, product assessment, and quality technology. Conducts complex analysis of raw materials, in-process materials, and finished products to ensure conformity to specifications in a manufacturing environment. May assist in inspection of hardware and systems audits to ensure proper application of management system procedures. Documents quality issues and performance measures for management review. May assist in the development of new analytical methods. Provides oversight for the development and maintenance of quality programs, processes and procedures that ensure compliance with policies and that the performance and quality of services conform to established standards and agency guidelines. Provides expertise and guidance in interpreting policies, regulatory and/or governmental regulations, and agency guidelines to assure compliance. Works directly with operating entities to provide process analyses oversight on a continuing basis to enforce requirements and meet guidelines. Leads audit and inspection preparation, resolution of audit and inspection findings and liaises with auditing groups and inspectors through all stages of the audits. Co-ordinates legal requests in support of government investigations or litigations. Ensures the quality assurance programs and policies are maintained and modified regularly. Facilitates uniform standards worldwide and enables best practice sharing, thereby fostering the achievement of company's mission globally. Conducts analysis and tests of raw materials, in-process materials, and finished products to ensure conformity to specifications in a manufacturing environment.

Experience:

2-4 years' related experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Staff Quality Assurance Analyst 2

Under general direction, conducts complex analysis and tests of various components of a quality control program comprised of data analysis, systems evaluation, product assessment, and quality technology. May be responsible for most technical and complex quality control testing of raw materials, in-process materials, and bulk or finished products to ensure conformity to specifications in a manufacturing environment. Documents quality issues and performance measures for management review. Reports progress on problem resolution to management. Assists in the development of new methods and procedures. Provides oversight for the development and maintenance of quality programs, processes and procedures that ensure compliance with policies and that the performance and quality of services conform to established standards and agency guidelines. Provides expertise and guidance in interpreting policies, regulatory and/or governmental regulations, and agency guidelines to assure compliance. Works directly with operating entities to provide process analyses oversight on a continuing basis to enforce requirements and meet guidelines. Leads audit and inspection preparation, resolution of audit and inspection findings and liaises with auditing groups and inspectors through all stages of the audits. Co-ordinates legal requests in support of government investigations or litigations. Ensures the quality assurance programs and policies are maintained and modified regularly. Facilitates uniform standards worldwide and enables best practice sharing, thereby fostering the achievement of company's mission globally. Conducts analysis and tests of raw materials, in-process materials, and finished products to ensure conformity to specifications in a manufacturing environment.

Experience:

5-7 years' related experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Senior Quality Assurance Analyst 1

Working independently, conducts complex analysis and tests of various components of a quality control program comprised of data analysis, systems evaluation, product assessment, and quality technology. May be responsible for most technical and complex quality control testing of raw materials, in-process materials, and bulk or finished products to ensure conformity to specifications in a manufacturing environment. Documents quality issues and performance measures for management review. Reports progress on problem resolution to management. Assists in the development of new methods and procedures. Provides oversight for the development and maintenance of quality programs, processes and procedures that ensure compliance with policies and that the performance and quality of services conform to established standards and agency guidelines. Provides expertise and guidance in interpreting policies, regulatory and/or governmental regulations, and agency guidelines to assure compliance. Works directly with operating entities to provide process analyses oversight on a continuing basis to enforce requirements and meet guidelines. Leads audit and inspection preparation, resolution of audit and inspection findings and liaises with auditing groups and inspectors through all stages of the audits. Co-ordinates legal requests in support of government investigations or litigations. Ensures the quality assurance programs and policies are maintained and modified regularly. Facilitates uniform standards worldwide and enables best practice sharing, thereby fostering the achievement of company's mission globally. Conducts analysis and tests of raw materials, in-process materials, and finished products to ensure conformity to specifications in a manufacturing environment.

Experience:

8-10 years' related experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Technical Analysis

Staff Research Analyst 1

Assists higher-level analysts with portions of complicated tasks. Performs research, collection and collation of the inputs to studies. Prepares the compilation of data, and preparation of inputs into larger reports. Supports team performing research and analysis of intelligence and related data support of intelligence studies. Evaluates and develops analytical findings. Prepares finished products for review by team leader or higher-level analysts. Interfaces with external entities. Uses computer tools to facilitate analysis tasks. Prepares monthly status reports. May be assigned to customer site. Will prepare and present technical briefings. Requires knowledge of collection methods and production resources and responsibilities.

Experience:

2-4 years' related experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Staff Research Analyst 2

Assigned a broader area of responsibility and may delegate portions to lower level analysts. Develops unique methodology as required and trains others in its use. Performs research, collection and collation of data from studies. Responsible for the compilation of data, and preparation of inputs into larger reports. Performs assessments and projections as part of analysis process. May lead team performing research and analysis of intelligence and related data support of threat studies. Develops technical reports and briefings, project deliverables, monthly status reports and other finished products. Interfaces as collaborators with external entities. Uses computer tools to facilitate analysis tasks. Prepares monthly status reports. May be assigned to customer site and participates in meetings. May prepare and present technical briefings to customer and upper management. May be required to train customer personnel in analysis methods and/or findings. Requires knowledge of collection methods and production resources and responsibilities. Proficient in use of computer-spread sheets, databases and other related tools. May act as team leader.

Experience:

5-7 years' of related experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Senior Research Analyst 1

Reviews project requirements with customer and higher-level management. Develops unique methodology as required and trains others in its use. Performs research, collection and collation of intelligence information. Performs assessments and projections as part of analysis process. Develops technical reports and briefings, project deliverables, monthly status reports and other finished products. Interfaces with external entities. Uses computer tools to facilitate analysis tasks. Prepares monthly status reports. May be assigned to customer site

and participates in meetings as the representative of the company. May prepare and present technical briefings to customer and upper management. May be required to train customer personnel in analysis methods and/or findings. Requires high-level knowledge of collection methods and production resources and responsibilities. Proficient in use of computer-spread sheets, databases and other related tools. Can act as team leader.

Experience:

7-9 years' related experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

[Administrative Labor Categories](#)

Administrative Services

Administrative Assistant 1

Performs diversified clerical duties, which may include filing, proofreading, checking computations, light typing, and operating office machines, such as adding and copying machines. Work is normally limited to standardized duties constituting a small part of a complete operating procedure and is generally performed under supervisory review.

Experience:

0-6 months related experience.

Minimum Education:

Diploma, GED, or equivalent – Additional 2 years added to the required experience.

Administrative Assistant 2

Performs basic level clerical and/or secretarial duties in support of a department, project or contract. May perform assignments including; filing, proofreading, compiling records, photocopying, distributing mail, taking messages, typing, entering data and operating office machines.

Experience:

1-2 years' related experience.

Minimum Education:

Diploma, GED, or equivalent – Additional 2 years added to the required experience.

Administrative Assistant 3

Under direct supervision, performs standard secretarial and minor administrative duties. Type's letters, memorandums, and reports, files, answers phone and handle mail. May take and transcribe dictation. May

work for one or more individuals in support of a department, project or contract. May use word processing equipment or PC in performing assigned tasks.

Experience:

2-3 years' related experience.

Minimum Education:

Diploma, GED, or equivalent – Additional 2 years added to the required experience.

Administrative Assistant 4

Under general supervision, performs standard and some advanced secretarial duties. May work for one or more individuals in support of a department, project or contract. Receives and routes incoming correspondence, answers telephone, type's correspondence, reports, forms, and records. May be required to take and transcribe dictation. May make travel arrangements and reservations. Schedules appointments for supervisor. May use word processing equipment and PC in performing assigned tasks.

Experience:

3-4 years' related experience.

Minimum Education:

Diploma, GED, or equivalent – Additional 2 years added to the required experience.

Office Administration Specialist 2

Provides on-site administrative support and coordination to a contract, project or task(s). May perform and/or supervise subordinates in a variety of complex administrative tasks. Maintains and tracks costs and performances on contract. Oversees the administrative and clerical functions of assigned contracts, projects, or tasks. Maintains office records and files. May collect time sheets and other personnel records or paperwork for corporate processing.

Experience:

5-6 years' related experience.

Minimum Education:

Diploma, GED, or equivalent – Additional 2 years added to the required experience.

Publications & Graphic Arts

Graphics Artist 2

Under supervision, provides computer-generated materials for publications, presentations and proposals company-wide. Develops graphic artwork in a variety of media to support publication requirements. Typically uses computerized equipment such as Macintosh. Produces a variety of artwork, including technical and commercial documentation support assignments, view graph and, Senior3mm slide presentations, pamphlets, brochures, and other forms of artwork. May use perspective, isometric, orthographic, and schematic techniques to prepare technical and non-technical illustrations and line drawings. Produces finished artwork from information furnished in oral form, rough sketches, or written data. May perform inking and paste-up.

Experience:

4-5 years' related experience.

Minimum Education:

Diploma, GED, or equivalent – Additional 2 years added to the required experience.

Graphics Artist 3

Under minimum supervision, provides computer-generated materials for publications, presentations and proposals company-wide. Develops graphic artwork in a variety of media to support publication requirements. Typically uses computerized equipment such as Macintosh. Produces a variety of artwork, including technical and commercial documentation support assignments, view graph and, Senior3mm slide presentations, pamphlets, brochures, and other forms of artwork. Uses perspective, isometric, orthographic, and schematic techniques to prepare technical and non-technical illustrations and line drawings for slide presentations, view graphics, reports, brochures, etc. Performs conceptual and visualization work. May perform inking and paste-up.

Experience:

5-6 years' related experience.

Minimum Education:

Diploma, GED, or equivalent – Additional 2 years added to the required experience.

Graphic Design Supervisor

Directs and coordinates the work activities of illustrators and other assigned staff. Typically applies expert knowledge of computerized equipment to support work activities. Schedules work, reviews completed work for formatting, accuracy and general appearance. May work on more complex assignments. Defines work requirements with clients. Selects and manages vendor support. Proficient with a wide range of media. Selects, trains, and evaluates work of assigned staff.

Experience:

5-7 years' related experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Senior Graphic Design Supervisor

Directs all aspects of the production and graphic arts department. Responsible for selecting, training, evaluating and directing staff. Provides technical and artistic guidance to clients using department's services. Develops departmental budget and sets departmental standards.

Experience:

7-9 years' related experience.

Minimum Education:

Bachelor's degree (in related technical/artistic field) or equivalent – Eight (8) years of related experience.

Junior Technical Writer

Researches, writes, edits, and proofreads technical data for use in documents or sections of documents such as manuals, procedures and specifications. Ensures technical documentation is accurate, complete, meets editorial and government specifications and adheres to standards for quality, graphics, coverage, format, and style. Assists in establishing style guidelines and standards for texts and illustrations. Excellent written communication skills.

Experience:

0-2 years' related (technical writing or copyediting) experience.

Minimum Education:

Bachelor's degree (in related technical field) or equivalent – Eight (8) years of related experience.

Staff Technical Writer

Researches, writes, edits, and proofreads technical data for use in documents or sections of documents such as manuals, procedures and specifications. Ensures technical documentation is accurate, complete, meets editorial and government specifications and adheres to standards for quality, graphics, coverage, format, and style. Assists in establishing style guidelines and standards for texts and illustrations or equivalent.

Experience:

2-4 years' related (technical writing or copyediting) experience.

Minimum Education:

Bachelor's degree (in related technical field) or equivalent – Eight (8) years of related experience.

Senior Technical Writer

Researches, organizes, writes, edits, and produces technical data for major publication projects. Organizes material and writes descriptive copy according to standards regarding order, clarity, conciseness, style, and terminology. Ensures technical documentation is accurate, complete, meets editorial and government specifications and adheres to standards for quality, graphics, coverage, format, and style. May participate in the establishment of style guidelines and standards for texts and illustrations. May provide work Leadership for lower level employees. Excellent written communication skills.

Experience:

5-7 years' related (technical writing or copyediting) experience.

Minimum Education:

Bachelor's degree (in related technical field) or equivalent – Eight (8) years of related experience.

Junior Designer/Illustrator

Develops graphic artwork in a variety of media to support publication requirements. Typically uses computerized equipment such as Macintosh. Produces a variety of artwork, including technical and commercial documentation support assignments, view graph and, Senior3mm slide presentations, pamphlets, brochures, and other forms of artwork. Uses perspective, isometric, orthographic, and schematic techniques to prepare technical and non-technical illustrations and line drawings for slide presentations, view graphics, reports, brochures, etc. Performs conceptual and visualization work. May perform inking and paste-up.

Experience:

0-2 years' related experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Staff Designer/Illustrator

Develops graphic artwork in a variety of media to support publication requirements. Typically uses computerized equipment such as Macintosh. Produces a variety of artwork, including technical and commercial documentation support assignments, view graph and, slide presentations, pamphlets, brochures, and other forms of artwork. Uses perspective, isometric, orthographic, and schematic techniques to prepare technical and non-technical illustrations and line drawings for slide presentations, view graphics, reports, brochures, etc. Performs conceptual and visualization work. May perform inking and paste-up.

Experience:

2-4 years' experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Senior Designer/Illustrator

Develops graphic artwork in a variety of media to support publication requirements. Typically uses computerized equipment such as Macintosh. Produces a variety of artwork, including technical and commercial documentation support assignments, view graph and, Senior3mm slide presentations, pamphlets, brochures, and other forms of artwork. Uses perspective, isometric, orthographic, and schematic techniques to prepare technical and non-technical illustrations and line drawings for slide presentations, view graphics, reports, brochures, etc. Interfaces with managers on direction needed for project development. Performs conceptual and visualization work. May perform inking and paste-up.

Experience:

5-7 years' related experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Security & Emergency Preparedness

Junior Emergency Management Specialist

Assists in the development, implementation, coordination, and maintenance of emergency preparedness, response, recovery, and mitigation plans, exercises, procedures and programs. Will develop basic plans for emergency operations and response, hazard mitigation, and debris management. Coordinate disaster response or crisis management activities, provide disaster preparedness training, and prepare emergency plans and procedures for natural (e.g., hurricanes, floods, earthquakes), wartime, or technological (e.g., nuclear power plant emergencies, hazardous materials spills) disasters or hostage situations. Protect customer personnel and resources by minimizing the loss of operational capability caused by major accidents, technological disasters, and civil unrest and ensure compliance with government standards for emergency management. Assist in planning, coordination, exercises, and training related to emergency management and contingency planning. Identify critical functions and resources, determine vulnerabilities, and formulate strategies to enhance protection and improve mitigation and recovery, and conduct holistic and comprehensive program reviews and assessments of emergency management practices. Assists in training programs for emergency response (such as evacuation and line safety drills) and business recovery (such as tabletop exercises with key executives and departments), determining alternate operating facility requirements, and developing and reviewing interoperable communications systems. Requires an entry-level background in personnel security, operations security, protection of Sensitive Compartmented Information (SCI), and physical security.

Experience:

0-2 years' progressive experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Staff Emergency Management Specialist

Responsible for the basic elements of the development, implementation, coordination, and maintenance of emergency preparedness, response, recovery, and mitigation plans, exercises, procedures and programs. Experience developing plans for emergency operations and response, hazard mitigation, and debris management. Coordinate disaster response or crisis management activities, provide disaster preparedness training, and prepare emergency plans and procedures for natural (e.g., hurricanes, floods, earthquakes), wartime, or technological (e.g., nuclear power plant emergencies, hazardous materials spills) disasters or hostage situations. Protect customer personnel and resources by minimizing the loss of operational capability caused by major accidents, technological disasters, and civil unrest and ensure compliance with government standards for emergency management. Assist in planning, coordination, exercises, and training related to emergency management and contingency planning. Be able to recognize the full spectrum of potential emergency response scenarios, identify critical functions and resources, determine vulnerabilities, and formulate strategies to enhance protection and improve mitigation and recovery, and conduct holistic and comprehensive program reviews and assessments of emergency management practices. Develop and lead training programs for emergency response (such as evacuation and line safety drills) and business recovery

(such as tabletop exercises with key executives and departments), determining alternate operating facility requirements, and developing and reviewing interoperable communications systems. Requires a background in personnel security, operations security, protection of Sensitive Compartmented Information (SCI), and physical security.

Experience:

2-4 years' of progressive experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Senior Emergency Management Specialist

Responsible for the development, implementation, coordination, and maintenance of emergency preparedness, response, recovery, and mitigation plans, exercises, procedures and programs. Experience developing plans for emergency operations and response, hazard mitigation, and debris management. Coordinate disaster response or crisis management activities, provide disaster preparedness training, and prepare emergency plans and procedures for natural (e.g., hurricanes, floods, earthquakes), wartime, or technological (e.g., nuclear power plant emergencies, hazardous materials spills) disasters or hostage situations. Protect customer personnel and resources by minimizing the loss of operational capability caused by major accidents, technological disasters, and civil unrest and ensure compliance with government standards for emergency management. Assist in planning, coordination, exercises, and training related to emergency management and contingency planning. Be able to recognize the full spectrum of potential emergency response scenarios, identify critical functions and resources, determine vulnerabilities, and formulate strategies to enhance protection and improve mitigation and recovery, and conduct holistic and comprehensive program reviews and assessments of emergency management practices. Develop and lead training programs for emergency response (such as evacuation and line safety drills) and business recovery (such as tabletop exercises with key executives and departments), determining alternate operating facility requirements, and developing and reviewing interoperable communications systems.

Experience:

5-7 years' progressive experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Principal Emergency Management Specialist

Oversees the development, implementation, coordination, and maintenance of emergency preparedness, response, recovery, and mitigation plans, exercises, procedures and programs. Experience developing plans for emergency operations and response, hazard mitigation, and debris management. Oversees disaster response or crisis management activities, provide disaster preparedness training, and prepare emergency plans and procedures for natural (e.g., hurricanes, floods, earthquakes), wartime, or technological (e.g., nuclear power plant emergencies, hazardous materials spills) disasters or hostage situations. Protect customer personnel and resources by minimizing the loss of operational capability caused by major accidents, technological disasters, and civil unrest and ensure compliance with government standards for emergency

management. Assist in planning, coordination, exercises, and training related to emergency management and contingency planning. Be able to recognize the full spectrum of potential emergency response scenarios, identify critical functions and resources, determine vulnerabilities, and formulate strategies to enhance protection and improve mitigation and recovery, and conduct holistic and comprehensive program reviews and assessments of emergency management practices. Develop and lead training programs for emergency response (such as evacuation and line safety drills) and business recovery (such as tabletop exercises with key executives and departments), determining alternate operating facility requirements, and developing and reviewing interoperable communications systems. Requires a comprehensive background in personnel security, operations security, protection of Sensitive Compartmented Information (SCI), and physical security.

Experience:

8-10 years' progressive experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

Administrative Programs

Project Manager

Responsible for the performance of relatively small non-technical projects or a definable portion of a larger program in accordance with contract requirements and company policies, procedures and guidelines. Also responsible for acquiring follow-on business associated with assigned projects and for supporting new business development by Managing relatively small proposals or assisting with major proposals.

Experience:

10-12 years' related (technical environment) experience.

Minimum Education:

Bachelor's degree or equivalent – Eight (8) years of related experience.

LABOR CATEGORY PRICING

ARA provides labor categories under two rate structures.

- Contractor Site Prices.
- Government Site Prices.

CONTRACTOR SITE PRICING

Contractor Site Pricing	Year 11 8/21/2012 To 8/20/2013	Year 12 8/21/2013 To 8/20/2014	Year 13 8/21/2014 To 8/20/2015	Year 14 8/21/2015 To 8/20/2016	Year 15 8/21/2016 To 8/20/2017
Labor Category	Hourly Rate				
Technical Labor Categories:					
Consulting Services					
Junior Consultant	\$ 71.79	\$ 73.95	\$ 76.16	\$ 78.45	\$ 80.80
Staff Consultant 1	\$ 90.02	\$ 92.73	\$ 95.51	\$ 98.37	\$ 101.32
Staff Consultant 2	\$ 115.06	\$ 118.51	\$ 122.06	\$ 125.73	\$ 129.50
Senior Consultant 1	\$ 123.40	\$ 127.10	\$ 130.91	\$ 134.84	\$ 138.89
Senior Consultant 2	\$ 156.15	\$ 160.83	\$ 165.66	\$ 170.63	\$ 175.75
Senior Consulting Manager 2	\$ 151.83	\$ 156.39	\$ 161.08	\$ 165.91	\$ 170.89
Principal Consulting Manager 1	\$ 179.17	\$ 184.54	\$ 190.08	\$ 195.78	\$ 201.65
Programs & Operations					
Staff Program Control Analyst 1	\$ 91.27	\$ 94.00	\$ 96.82	\$ 99.73	\$ 102.72
Staff Program Control Analyst 2	\$ 102.98	\$ 106.07	\$ 109.25	\$ 112.53	\$ 115.90
Senior Program Manager 1	\$ 119.49	\$ 123.08	\$ 126.77	\$ 130.57	\$ 134.49
Principal Program Manager 1	\$ 188.40	\$ 194.05	\$ 199.87	\$ 205.87	\$ 212.04
Principal Program Director 2	\$ 207.67	\$ 213.90	\$ 220.32	\$ 226.93	\$ 233.73
Senior Project Manager 1	\$ 138.50	\$ 142.66	\$ 146.93	\$ 151.34	\$ 155.88
Senior Project Manager 2	\$ 151.08	\$ 155.61	\$ 160.28	\$ 165.09	\$ 170.04
Principal Project Manager 1	\$ 186.81	\$ 192.42	\$ 198.19	\$ 204.14	\$ 210.26
Principal Technical Director 1	\$ 179.60	\$ 184.99	\$ 190.54	\$ 196.26	\$ 202.15
Principal Technical Director 2	\$ 200.38	\$ 206.39	\$ 212.59	\$ 218.96	\$ 225.53

Contractor Site Pricing	Year 11 8/21/2012 To 8/20/2013	Year 12 8/21/2013 To 8/20/2014	Year 13 8/21/2014 To 8/20/2015	Year 14 8/21/2015 To 8/20/2016	Year 15 8/21/2016 To 8/20/2017
Labor Category	Hourly Rate				
Information Technology					
Junior Software Developer	\$ 71.54	\$ 73.69	\$ 75.90	\$ 78.17	\$ 80.52
Staff Software Developer 1	\$ 89.74	\$ 92.43	\$ 95.21	\$ 98.06	\$ 101.00
Staff Software Developer 2	\$ 116.89	\$ 120.39	\$ 124.01	\$ 127.73	\$ 131.56
Senior Software Developer 1	\$ 137.62	\$ 141.74	\$ 146.00	\$ 150.38	\$ 154.89
Senior Software Developer 2	\$ 156.89	\$ 161.60	\$ 166.45	\$ 171.44	\$ 176.59
Network & Telecommunications Services					
Junior Network Engineer	\$ 79.10	\$ 81.48	\$ 83.92	\$ 86.44	\$ 89.03
Staff Network Engineer 1	\$ 96.32	\$ 99.21	\$ 102.18	\$ 105.25	\$ 108.41
Senior Network Engineer 1	\$ 129.78	\$ 133.67	\$ 137.68	\$ 141.81	\$ 146.06
Principal Engineering Manager	\$ 165.88	\$ 170.86	\$ 175.99	\$ 181.27	\$ 186.70
Systems Development					
Junior Security Engineer	\$ 82.24	\$ 84.71	\$ 87.25	\$ 89.87	\$ 92.56
Staff Security Engineer 1	\$ 95.37	\$ 98.23	\$ 101.18	\$ 104.22	\$ 107.34
Senior Security Engineer 2	\$ 162.83	\$ 167.72	\$ 172.75	\$ 177.93	\$ 183.27
Junior Software Engineer	\$ 71.33	\$ 73.47	\$ 75.67	\$ 77.94	\$ 80.28
Staff Software Engineer 1	\$ 88.36	\$ 91.01	\$ 93.74	\$ 96.55	\$ 99.45
Staff Software Engineer 2	\$ 114.21	\$ 117.64	\$ 121.17	\$ 124.80	\$ 128.54
Senior Software Engineer 1	\$ 138.03	\$ 142.17	\$ 146.44	\$ 150.83	\$ 155.35
Senior Software Engineer 2	\$ 151.08	\$ 155.61	\$ 160.28	\$ 165.09	\$ 170.04
Principal Software Engineer 1	\$ 179.43	\$ 184.81	\$ 190.36	\$ 196.07	\$ 201.95
Junior Systems Engineer	\$ 81.66	\$ 84.11	\$ 86.63	\$ 89.23	\$ 91.91
Staff Systems Engineer 1	\$ 101.69	\$ 104.74	\$ 107.88	\$ 111.12	\$ 114.45
Senior Systems Engineer 1	\$ 139.47	\$ 143.66	\$ 147.97	\$ 152.41	\$ 156.98
Senior Systems Engineer 2	\$ 174.97	\$ 180.22	\$ 185.62	\$ 191.19	\$ 196.93

Contractor Site Pricing	Year 11 8/21/2012 To 8/20/2013	Year 12 8/21/2013 To 8/20/2014	Year 13 8/21/2014 To 8/20/2015	Year 14 8/21/2015 To 8/20/2016	Year 15 8/21/2016 To 8/20/2017
Labor Category	Hourly Rate				
Engineering & Support Services					
Staff Designer 1	\$ 78.03	\$ 80.37	\$ 82.78	\$ 85.26	\$ 87.82
Staff Engineering Aide 1	\$ 52.78	\$ 54.36	\$ 56.00	\$ 57.67	\$ 59.41
Staff Engineering Aide 2	\$ 62.94	\$ 64.82	\$ 66.77	\$ 68.77	\$ 70.83
Senior Engineering Aide 1	\$ 72.94	\$ 75.13	\$ 77.38	\$ 79.70	\$ 82.10
Senior Engineering Aide 2	\$ 88.32	\$ 90.97	\$ 93.70	\$ 96.51	\$ 99.40
Junior Field Technician 1	\$ 35.78	\$ 36.85	\$ 37.96	\$ 39.10	\$ 40.27
Junior Field Technician 2	\$ 44.46	\$ 45.80	\$ 47.17	\$ 48.58	\$ 50.04
Staff Field Technician 1	\$ 52.35	\$ 53.92	\$ 55.54	\$ 57.21	\$ 58.92
Staff Field Technician 2	\$ 65.94	\$ 67.92	\$ 69.96	\$ 72.06	\$ 74.22
Senior Field Technician 1	\$ 69.24	\$ 71.31	\$ 73.45	\$ 75.66	\$ 77.93
Senior Field Technician 2	\$ 83.82	\$ 86.33	\$ 88.92	\$ 91.59	\$ 94.33
Field Services Manager	\$ 114.09	\$ 117.52	\$ 121.04	\$ 124.67	\$ 128.41
Lead Technician	\$ 104.57	\$ 107.71	\$ 110.94	\$ 114.27	\$ 117.69
Staff Aerospace Engineer 1	\$ 88.89	\$ 91.56	\$ 94.30	\$ 97.13	\$ 100.05
Staff Aerospace Engineer 2	\$ 109.81	\$ 113.11	\$ 116.50	\$ 120.00	\$ 123.60
Senior Aerospace Engineer 1	\$ 143.86	\$ 148.18	\$ 152.63	\$ 157.20	\$ 161.92
Senior Aerospace Engineer 2	\$ 166.61	\$ 171.61	\$ 176.76	\$ 182.06	\$ 187.52
Principal Aerospace Engineer 1	\$ 192.52	\$ 198.29	\$ 204.24	\$ 210.37	\$ 216.68
Junior Engineer	\$ 72.10	\$ 74.27	\$ 76.50	\$ 78.79	\$ 81.15
Staff Engineer 1	\$ 85.68	\$ 88.25	\$ 90.90	\$ 93.62	\$ 96.43
Staff Engineer 2	\$ 108.56	\$ 111.82	\$ 115.17	\$ 118.63	\$ 122.19
Senior Engineer 1	\$ 145.73	\$ 150.10	\$ 154.60	\$ 159.24	\$ 164.02
Senior Engineer 2	\$ 169.22	\$ 174.30	\$ 179.53	\$ 184.91	\$ 190.46
Principal Engineer 1	\$ 188.61	\$ 194.27	\$ 200.10	\$ 206.10	\$ 212.28
Principal Engineer 2	\$ 202.32	\$ 208.39	\$ 214.64	\$ 221.08	\$ 227.71
Junior Mechanical Engineer	\$ 72.91	\$ 75.10	\$ 77.35	\$ 79.67	\$ 82.06

Contractor Site Pricing	Year 11 8/21/2012 To 8/20/2013	Year 12 8/21/2013 To 8/20/2014	Year 13 8/21/2014 To 8/20/2015	Year 14 8/21/2015 To 8/20/2016	Year 15 8/21/2016 To 8/20/2017
Labor Category	Hourly Rate				
Staff Mechanical Engineer 1	\$ 94.46	\$ 97.29	\$ 100.21	\$ 103.22	\$ 106.32
Staff Mechanical Engineer 2	\$ 112.19	\$ 115.56	\$ 119.02	\$ 122.59	\$ 126.27
Senior Mechanical Engineer 1	\$ 129.94	\$ 133.84	\$ 137.85	\$ 141.99	\$ 146.25
Senior Mechanical Engineer 2	\$ 147.58	\$ 152.01	\$ 156.57	\$ 161.26	\$ 166.10
Principal Mechanical Engineer 1	\$ 179.06	\$ 184.43	\$ 189.96	\$ 195.66	\$ 201.53
Senior Quality Assurance Engineer 1	\$ 122.35	\$ 126.02	\$ 129.80	\$ 133.70	\$ 137.71
Staff Structural Engineer 1	\$ 95.83	\$ 98.71	\$ 101.67	\$ 104.72	\$ 107.86
Staff Structural Engineer 2	\$ 116.22	\$ 119.71	\$ 123.30	\$ 127.00	\$ 130.81
Junior Civil Engineer	\$ 74.07	\$ 76.30	\$ 78.58	\$ 80.94	\$ 83.37
Staff Civil Engineer 1	\$ 77.92	\$ 80.26	\$ 82.67	\$ 85.15	\$ 87.70
Staff Civil Engineer 2	\$ 91.66	\$ 94.41	\$ 97.24	\$ 100.16	\$ 103.16
Senior Civil Engineer 1	\$ 112.30	\$ 115.67	\$ 119.14	\$ 122.71	\$ 126.39
Senior Civil Engineer 2	\$ 126.49	\$ 130.29	\$ 134.20	\$ 138.22	\$ 142.37
Civil Engineering Manager	\$ 151.04	\$ 155.58	\$ 160.24	\$ 165.05	\$ 170.00
Principal Civil Engineer 1	\$ 173.68	\$ 178.89	\$ 184.26	\$ 189.78	\$ 195.48
Principal Civil Engineer 2	\$ 216.94	\$ 223.44	\$ 230.15	\$ 237.05	\$ 244.16
Junior Electrical Engineer	\$ 80.26	\$ 82.67	\$ 85.15	\$ 87.70	\$ 90.33
Staff Electrical Engineer 1	\$ 94.67	\$ 97.51	\$ 100.43	\$ 103.45	\$ 106.55
Staff Electrical Engineer 2	\$ 116.13	\$ 119.62	\$ 123.20	\$ 126.90	\$ 130.71
Senior Electrical Engineer 1	\$ 130.62	\$ 134.54	\$ 138.57	\$ 142.73	\$ 147.01
Senior Electrical Engineer 2	\$ 164.54	\$ 169.48	\$ 174.56	\$ 179.80	\$ 185.19
Engineering Supervisor	\$ 116.40	\$ 119.89	\$ 123.49	\$ 127.19	\$ 131.01
Senior Engineering Manager	\$ 152.93	\$ 157.52	\$ 162.25	\$ 167.11	\$ 172.13
Principal Engineering Manager	\$ 195.22	\$ 201.07	\$ 207.10	\$ 213.32	\$ 219.72
Engineering Director	\$ 207.75	\$ 213.98	\$ 220.40	\$ 227.01	\$ 233.82

Contractor Site Pricing	Year 11 8/21/2012 To 8/20/2013	Year 12 8/21/2013 To 8/20/2014	Year 13 8/21/2014 To 8/20/2015	Year 14 8/21/2015 To 8/20/2016	Year 15 8/21/2016 To 8/20/2017
Labor Category	Hourly Rate				
Scientific/Analytical					
Junior Scientist	\$ 77.34	\$ 79.66	\$ 82.05	\$ 84.51	\$ 87.05
Staff Scientist 1	\$ 92.65	\$ 95.43	\$ 98.29	\$ 101.24	\$ 104.27
Staff Scientist 2	\$ 114.74	\$ 118.18	\$ 121.72	\$ 125.37	\$ 129.14
Senior Scientist 1	\$ 131.61	\$ 135.56	\$ 139.63	\$ 143.81	\$ 148.13
Senior Scientist 2	\$ 178.40	\$ 183.75	\$ 189.26	\$ 194.94	\$ 200.79
Principal Scientist 1	\$ 186.61	\$ 192.21	\$ 197.98	\$ 203.92	\$ 210.04
Principal Scientist 2	\$ 218.61	\$ 225.16	\$ 231.92	\$ 238.88	\$ 246.04
Principal Scientist Manager	\$ 211.63	\$ 217.98	\$ 224.52	\$ 231.26	\$ 238.20
Staff Functional Analyst 1	\$ 83.45	\$ 85.96	\$ 88.54	\$ 91.19	\$ 93.93
Staff Functional Analyst 2	\$ 104.12	\$ 107.25	\$ 110.46	\$ 113.78	\$ 117.19
Staff Chemical Engineer 1	\$ 97.03	\$ 99.94	\$ 102.94	\$ 106.03	\$ 109.21
Staff Chemical Engineer 2	\$ 117.90	\$ 121.44	\$ 125.08	\$ 128.83	\$ 132.70
Senior Chemical Engineer 1	\$ 140.16	\$ 144.37	\$ 148.70	\$ 153.16	\$ 157.76
Junior Cognitive Scientist	\$ 70.42	\$ 72.53	\$ 74.71	\$ 76.95	\$ 79.26
Staff Cognitive Scientist 1	\$ 96.20	\$ 99.09	\$ 102.06	\$ 105.12	\$ 108.27
Staff Cognitive Scientist 2	\$ 118.22	\$ 121.76	\$ 125.41	\$ 129.18	\$ 133.05
Senior Cognitive Scientist 1	\$ 135.46	\$ 139.52	\$ 143.71	\$ 148.02	\$ 152.46
Senior Cognitive Scientist 2	\$ 156.23	\$ 160.92	\$ 165.74	\$ 170.72	\$ 175.84
Principal Cognitive Scientist 1	\$ 190.47	\$ 196.19	\$ 202.07	\$ 208.13	\$ 214.38
Staff Human Factors Engineer 1	\$ 106.90	\$ 110.10	\$ 113.41	\$ 116.81	\$ 120.31
Staff Human Factors Engineer 2	\$ 126.98	\$ 130.79	\$ 134.71	\$ 138.76	\$ 142.92
Senior Human Factors Engineer 1	\$ 143.91	\$ 148.23	\$ 152.67	\$ 157.25	\$ 161.97
Senior Human Factors Engineer 2	\$ 159.96	\$ 164.76	\$ 169.70	\$ 174.79	\$ 180.04
Principal Human Factors Engineer 1	\$ 184.14	\$ 189.67	\$ 195.36	\$ 201.22	\$ 207.26
Principal Human Factors Engineer 2	\$ 198.70	\$ 204.66	\$ 210.80	\$ 217.12	\$ 223.63
Senior Subject Matter Expert 2	\$ 186.35	\$ 191.94	\$ 197.70	\$ 203.63	\$ 209.74

Contractor Site Pricing	Year 11 8/21/2012 To 8/20/2013	Year 12 8/21/2013 To 8/20/2014	Year 13 8/21/2014 To 8/20/2015	Year 14 8/21/2015 To 8/20/2016	Year 15 8/21/2016 To 8/20/2017
Labor Category	Hourly Rate				
Principal Subject Matter Expert 1	\$ 205.53	\$ 211.69	\$ 218.04	\$ 224.58	\$ 231.32
Principal Subject Matter Expert 2	\$ 226.33	\$ 233.12	\$ 240.12	\$ 247.32	\$ 254.74
Senior Principal Subject Matter Expert	\$ 264.19	\$ 272.12	\$ 280.28	\$ 288.69	\$ 297.35
Manufacturing					
Junior Mechanical Technician	\$ 50.36	\$ 51.87	\$ 53.43	\$ 55.03	\$ 56.68
Staff Mechanical Technician 2	\$ 57.79	\$ 59.52	\$ 61.31	\$ 63.15	\$ 65.04
Senior Mechanical Technician 1	\$ 69.84	\$ 71.93	\$ 74.09	\$ 76.31	\$ 78.60
Senior Mechanical Technician 2	\$ 81.66	\$ 84.11	\$ 86.64	\$ 89.23	\$ 91.91
Junior Quality Assurance Analyst	\$ 64.85	\$ 66.79	\$ 68.80	\$ 70.86	\$ 72.99
Staff Quality Assurance Analyst 1	\$ 72.89	\$ 75.08	\$ 77.33	\$ 79.65	\$ 82.04
Staff Quality Assurance Analyst 2	\$ 96.42	\$ 99.32	\$ 102.30	\$ 105.37	\$ 108.53
Senior Quality Assurance Analyst 1	\$ 116.15	\$ 119.63	\$ 123.22	\$ 126.92	\$ 130.72
Technical Analysis					
Staff Research Analyst 1	\$ 89.51	\$ 92.19	\$ 94.96	\$ 97.81	\$ 100.74
Staff Research Analyst 2	\$ 111.22	\$ 114.55	\$ 117.99	\$ 121.53	\$ 125.18
Senior Research Analyst 1	\$ 129.05	\$ 132.92	\$ 136.91	\$ 141.02	\$ 145.25
Administrative Labor Categories:					
Administrative Services					
Administrative Assistant 1	\$ 38.32	\$ 39.47	\$ 40.66	\$ 41.87	\$ 43.13
Administrative Assistant 2	\$ 46.75	\$ 48.15	\$ 49.60	\$ 51.08	\$ 52.62
Administrative Assistant 3	\$ 53.92	\$ 55.54	\$ 57.20	\$ 58.92	\$ 60.69
Administrative Assistant 4	\$ 58.93	\$ 60.70	\$ 62.52	\$ 64.39	\$ 66.33
Office Administration Specialist 2	\$ 73.36	\$ 75.56	\$ 77.83	\$ 80.16	\$ 82.57

Contractor Site Pricing	Year 11 8/21/2012 To 8/20/2013	Year 12 8/21/2013 To 8/20/2014	Year 13 8/21/2014 To 8/20/2015	Year 14 8/21/2015 To 8/20/2016	Year 15 8/21/2016 To 8/20/2017
Labor Category	Hourly Rate				
Publications & Graphic Arts					
Graphics Artist 2	\$ 64.35	\$ 66.28	\$ 68.27	\$ 70.31	\$ 72.42
Graphics Artist 3	\$ 75.66	\$ 77.93	\$ 80.26	\$ 82.67	\$ 85.15
Graphic Design Supervisor	\$ 96.49	\$ 99.38	\$ 102.37	\$ 105.44	\$ 108.60
Senior Graphic Design Supervisor	\$ 112.47	\$ 115.84	\$ 119.32	\$ 122.89	\$ 126.58
Junior Technical Writer	\$ 63.24	\$ 65.14	\$ 67.09	\$ 69.10	\$ 71.18
Staff Technical Writer	\$ 80.91	\$ 83.33	\$ 85.83	\$ 88.41	\$ 91.06
Senior Technical Writer	\$ 96.61	\$ 99.51	\$ 102.49	\$ 105.57	\$ 108.74
Junior Designer/Illustrator	\$ 70.41	\$ 72.53	\$ 74.70	\$ 76.94	\$ 79.25
Staff Designer/Illustrator	\$ 74.76	\$ 77.00	\$ 79.31	\$ 81.69	\$ 84.14
Senior Designer/Illustrator	\$ 94.80	\$ 97.65	\$ 100.58	\$ 103.59	\$ 106.70
Security & Emergency Preparedness					
Junior Emergency Management Specialist	\$ 61.22	\$ 63.05	\$ 64.95	\$ 66.89	\$ 68.90
Staff Emergency Management Specialist	\$ 69.06	\$ 71.13	\$ 73.27	\$ 75.46	\$ 77.73
Senior Emergency Management Specialist	\$ 104.42	\$ 107.55	\$ 110.78	\$ 114.10	\$ 117.52
Principal Emergency Management Specialist	\$ 136.67	\$ 140.77	\$ 145.00	\$ 149.35	\$ 153.83
Administrative Programs					
Project Manager	\$ 133.67	\$ 137.68	\$ 141.81	\$ 146.07	\$ 150.45

Computer Fees	
Application - Base Level Computing	\$5.00
Application - Computational Intense	\$6.25

GOVERNMENT SITE PRICING

Government Site Pricing	Year 11 8/21/2012 To 8/20/2013	Year 12 8/21/2013 To 8/20/2014	Year 13 8/21/2014 To 8/20/2015	Year 14 8/21/2015 To 8/20/2016	Year 15 8/21/2016 To 8/20/2017
Labor Category	Hourly Rate				
Technical Labor Categories:					
Consulting Services					
Junior Consultant	\$ 60.47	\$ 62.29	\$ 64.16	\$ 66.08	\$ 68.06
Staff Consultant 1	\$ 75.83	\$ 78.11	\$ 80.45	\$ 82.86	\$ 85.35
Staff Consultant 2	\$ 96.92	\$ 99.82	\$ 102.82	\$ 105.90	\$ 109.08
Senior Consultant 1	\$ 103.94	\$ 107.06	\$ 110.28	\$ 113.58	\$ 116.99
Senior Consultant 2	\$ 131.53	\$ 135.48	\$ 139.54	\$ 143.73	\$ 148.04
Senior Consulting Manager 2	\$ 127.90	\$ 131.73	\$ 135.68	\$ 139.76	\$ 143.95
Principal Consulting Manager 1	\$ 150.92	\$ 155.45	\$ 160.11	\$ 164.91	\$ 169.86
Programs & Operations					
Staff Program Control Analyst 1	\$ 76.88	\$ 79.18	\$ 81.56	\$ 84.01	\$ 86.53
Staff Program Control Analyst 2	\$ 86.74	\$ 89.34	\$ 92.02	\$ 94.78	\$ 97.63
Senior Program Manager 1	\$ 100.65	\$ 103.67	\$ 106.78	\$ 109.99	\$ 113.29
Principal Program Manager 1	\$ 158.69	\$ 163.46	\$ 168.36	\$ 173.41	\$ 178.61
Principal Program Director 2	\$ 174.93	\$ 180.18	\$ 185.58	\$ 191.15	\$ 196.88
Senior Project Manager 1	\$ 116.67	\$ 120.17	\$ 123.78	\$ 127.49	\$ 131.31
Senior Project Manager 2	\$ 127.26	\$ 131.08	\$ 135.01	\$ 139.06	\$ 143.23
Principal Project Manager 1	\$ 157.36	\$ 162.08	\$ 166.94	\$ 171.95	\$ 177.11
Principal Technical Director 1	\$ 151.29	\$ 155.83	\$ 160.50	\$ 165.32	\$ 170.28
Principal Technical Director 2	\$ 168.79	\$ 173.85	\$ 179.07	\$ 184.44	\$ 189.98
Information Technology					
Junior Software Developer	\$ 60.26	\$ 62.07	\$ 63.93	\$ 65.85	\$ 67.82

Government Site Pricing	Year 11 8/21/2012 To 8/20/2013	Year 12 8/21/2013 To 8/20/2014	Year 13 8/21/2014 To 8/20/2015	Year 14 8/21/2015 To 8/20/2016	Year 15 8/21/2016 To 8/20/2017
Labor Category	Hourly Rate				
Staff Software Developer 1	\$ 75.59	\$ 77.86	\$ 80.20	\$ 82.60	\$ 85.08
Staff Software Developer 2	\$ 98.46	\$ 101.41	\$ 104.46	\$ 107.59	\$ 110.82
Senior Software Developer 1	\$ 115.92	\$ 119.40	\$ 122.98	\$ 126.67	\$ 130.47
Senior Software Developer 2	\$ 132.16	\$ 136.12	\$ 140.21	\$ 144.41	\$ 148.75
Network & Telecommunications Services					
Junior Network Engineer	\$ 66.63	\$ 68.63	\$ 70.69	\$ 72.81	\$ 74.99
Staff Network Engineer 1	\$ 81.13	\$ 83.57	\$ 86.07	\$ 88.65	\$ 91.31
Senior Network Engineer 1	\$ 109.32	\$ 112.60	\$ 115.97	\$ 119.45	\$ 123.04
Principal Engineering Manager	\$ 139.73	\$ 143.92	\$ 148.24	\$ 152.69	\$ 157.27
Systems Development					
Junior Security Engineer	\$ 69.27	\$ 71.35	\$ 73.49	\$ 75.70	\$ 77.97
Staff Security Engineer 1	\$ 80.34	\$ 82.75	\$ 85.23	\$ 87.79	\$ 90.42
Senior Security Engineer 2	\$ 137.16	\$ 141.28	\$ 145.52	\$ 149.88	\$ 154.38
Junior Software Engineer	\$ 60.08	\$ 61.88	\$ 63.74	\$ 65.65	\$ 67.62
Staff Software Engineer 1	\$ 74.43	\$ 76.66	\$ 78.96	\$ 81.33	\$ 83.77
Staff Software Engineer 2	\$ 96.20	\$ 99.09	\$ 102.06	\$ 105.12	\$ 108.27
Senior Software Engineer 1	\$ 116.27	\$ 119.76	\$ 123.35	\$ 127.05	\$ 130.86
Senior Software Engineer 2	\$ 127.26	\$ 131.08	\$ 135.01	\$ 139.06	\$ 143.23
Principal Software Engineer 1	\$ 151.14	\$ 155.67	\$ 160.34	\$ 165.15	\$ 170.11
Junior Systems Engineer	\$ 68.79	\$ 70.85	\$ 72.98	\$ 75.16	\$ 77.42
Staff Systems Engineer 1	\$ 85.66	\$ 88.23	\$ 90.87	\$ 93.60	\$ 96.41
Senior Systems Engineer 1	\$ 117.48	\$ 121.01	\$ 124.64	\$ 128.38	\$ 132.23
Senior Systems Engineer 2	\$ 147.38	\$ 151.80	\$ 156.36	\$ 161.05	\$ 165.88

Government Site Pricing	Year 11 8/21/2012 To 8/20/2013	Year 12 8/21/2013 To 8/20/2014	Year 13 8/21/2014 To 8/20/2015	Year 14 8/21/2015 To 8/20/2016	Year 15 8/21/2016 To 8/20/2017
Labor Category	Hourly Rate				
Engineering & Support Services					
Staff Designer 1	\$ 65.73	\$ 67.70	\$ 69.73	\$ 71.82	\$ 73.98
Staff Engineering Aide 1	\$ 44.46	\$ 45.79	\$ 47.17	\$ 48.58	\$ 50.04
Staff Engineering Aide 2	\$ 53.01	\$ 54.60	\$ 56.24	\$ 57.93	\$ 59.67
Senior Engineering Aide 1	\$ 61.44	\$ 63.28	\$ 65.18	\$ 67.14	\$ 69.15
Senior Engineering Aide 2	\$ 74.40	\$ 76.63	\$ 78.93	\$ 81.29	\$ 83.73
Junior Field Technician 1	\$ 30.14	\$ 31.04	\$ 31.98	\$ 32.93	\$ 33.92
Junior Field Technician 2	\$ 37.45	\$ 38.58	\$ 39.73	\$ 40.92	\$ 42.15
Staff Field Technician 1	\$ 44.10	\$ 45.42	\$ 46.78	\$ 48.19	\$ 49.63
Staff Field Technician 2	\$ 55.55	\$ 57.21	\$ 58.93	\$ 60.70	\$ 62.52
Senior Field Technician 1	\$ 58.32	\$ 60.07	\$ 61.87	\$ 63.73	\$ 65.64
Senior Field Technician 2	\$ 70.60	\$ 72.72	\$ 74.90	\$ 77.15	\$ 79.46
Field Services Manager	\$ 96.11	\$ 98.99	\$ 101.96	\$ 105.02	\$ 108.17
Lead Technician	\$ 88.08	\$ 90.72	\$ 93.44	\$ 96.25	\$ 99.13
Staff Aerospace Engineer 1	\$ 74.88	\$ 77.12	\$ 79.44	\$ 81.82	\$ 84.27
Staff Aerospace Engineer 2	\$ 92.50	\$ 95.28	\$ 98.13	\$ 101.08	\$ 104.11
Senior Aerospace Engineer 1	\$ 121.18	\$ 124.82	\$ 128.56	\$ 132.42	\$ 136.39
Senior Aerospace Engineer 2	\$ 140.34	\$ 144.55	\$ 148.89	\$ 153.36	\$ 157.96
Principal Aerospace Engineer 1	\$ 162.17	\$ 167.03	\$ 172.04	\$ 177.20	\$ 182.52
Junior Engineer	\$ 60.74	\$ 62.56	\$ 64.44	\$ 66.37	\$ 68.36
Staff Engineer 1	\$ 72.17	\$ 74.34	\$ 76.57	\$ 78.86	\$ 81.23
Staff Engineer 2	\$ 91.44	\$ 94.18	\$ 97.01	\$ 99.92	\$ 102.92
Senior Engineer 1	\$ 122.76	\$ 126.44	\$ 130.24	\$ 134.14	\$ 138.17
Senior Engineer 2	\$ 142.54	\$ 146.82	\$ 151.22	\$ 155.76	\$ 160.43
Principal Engineer 1	\$ 158.88	\$ 163.65	\$ 168.56	\$ 173.61	\$ 178.82
Principal Engineer 2	\$ 170.43	\$ 175.54	\$ 180.81	\$ 186.23	\$ 191.82
Junior Mechanical Engineer	\$ 61.42	\$ 63.26	\$ 65.16	\$ 67.11	\$ 69.13

Government Site Pricing	Year 11 8/21/2012 To 8/20/2013	Year 12 8/21/2013 To 8/20/2014	Year 13 8/21/2014 To 8/20/2015	Year 14 8/21/2015 To 8/20/2016	Year 15 8/21/2016 To 8/20/2017
Labor Category	Hourly Rate				
Staff Mechanical Engineer 1	\$ 79.57	\$ 81.96	\$ 84.42	\$ 86.95	\$ 89.56
Staff Mechanical Engineer 2	\$ 94.50	\$ 97.34	\$ 100.26	\$ 103.26	\$ 106.36
Senior Mechanical Engineer 1	\$ 109.46	\$ 112.74	\$ 116.13	\$ 119.61	\$ 123.20
Senior Mechanical Engineer 2	\$ 124.31	\$ 128.04	\$ 131.88	\$ 135.84	\$ 139.91
Principal Mechanical Engineer 1	\$ 150.83	\$ 155.35	\$ 160.01	\$ 164.81	\$ 169.76
Senior Quality Assurance Engineer 1	\$ 103.06	\$ 106.15	\$ 109.34	\$ 112.62	\$ 116.00
Staff Structural Engineer 1	\$ 80.73	\$ 83.15	\$ 85.64	\$ 88.21	\$ 90.86
Staff Structural Engineer 2	\$ 97.90	\$ 100.84	\$ 103.86	\$ 106.98	\$ 110.19
Junior Civil Engineer	\$ 62.39	\$ 64.27	\$ 66.19	\$ 68.18	\$ 70.23
Staff Civil Engineer 1	\$ 65.64	\$ 67.61	\$ 69.64	\$ 71.73	\$ 73.88
Staff Civil Engineer 2	\$ 77.21	\$ 79.53	\$ 81.91	\$ 84.37	\$ 86.90
Senior Civil Engineer 1	\$ 94.59	\$ 97.43	\$ 100.35	\$ 103.36	\$ 106.46
Senior Civil Engineer 2	\$ 106.55	\$ 109.75	\$ 113.04	\$ 116.43	\$ 119.92
Civil Engineering Manager	\$ 127.23	\$ 131.05	\$ 134.98	\$ 139.03	\$ 143.20
Principal Civil Engineer 1	\$ 146.30	\$ 150.69	\$ 155.21	\$ 159.87	\$ 164.66
Principal Civil Engineer 2	\$ 182.73	\$ 188.22	\$ 193.86	\$ 199.68	\$ 205.67
Junior Electrical Engineer	\$ 67.61	\$ 69.63	\$ 71.72	\$ 73.87	\$ 76.09
Staff Electrical Engineer 1	\$ 79.74	\$ 82.14	\$ 84.60	\$ 87.14	\$ 89.75
Staff Electrical Engineer 2	\$ 97.82	\$ 100.76	\$ 103.78	\$ 106.89	\$ 110.10
Senior Electrical Engineer 1	\$ 110.02	\$ 113.33	\$ 116.73	\$ 120.23	\$ 123.83
Senior Electrical Engineer 2	\$ 138.60	\$ 142.76	\$ 147.04	\$ 151.45	\$ 156.00
Engineering Supervisor	\$ 98.05	\$ 100.99	\$ 104.02	\$ 107.14	\$ 110.35
Senior Engineering Manager	\$ 128.82	\$ 132.69	\$ 136.67	\$ 140.77	\$ 144.99
Principal Engineering Manager	\$ 164.44	\$ 169.37	\$ 174.45	\$ 179.69	\$ 185.08
Engineering Director	\$ 175.00	\$ 180.25	\$ 185.66	\$ 191.23	\$ 196.96

Government Site Pricing	Year 11 8/21/2012 To 8/20/2013	Year 12 8/21/2013 To 8/20/2014	Year 13 8/21/2014 To 8/20/2015	Year 14 8/21/2015 To 8/20/2016	Year 15 8/21/2016 To 8/20/2017
Labor Category	Hourly Rate				
Scientific/Analytical					
Junior Scientist	\$ 65.15	\$ 67.10	\$ 69.11	\$ 71.19	\$ 73.32
Staff Scientist 1	\$ 78.04	\$ 80.38	\$ 82.79	\$ 85.28	\$ 87.84
Staff Scientist 2	\$ 96.65	\$ 99.55	\$ 102.53	\$ 105.61	\$ 108.78
Senior Scientist 1	\$ 110.86	\$ 114.19	\$ 117.61	\$ 121.14	\$ 124.78
Senior Scientist 2	\$ 150.27	\$ 154.78	\$ 159.42	\$ 164.21	\$ 169.13
Principal Scientist 1	\$ 157.19	\$ 161.91	\$ 166.77	\$ 171.77	\$ 176.92
Principal Scientist 2	\$ 184.14	\$ 189.67	\$ 195.36	\$ 201.22	\$ 207.25
Principal Scientist Manager	\$ 178.27	\$ 183.62	\$ 189.12	\$ 194.80	\$ 200.64
Staff Functional Analyst 1	\$ 70.30	\$ 72.41	\$ 74.58	\$ 76.82	\$ 79.12
Staff Functional Analyst 2	\$ 87.71	\$ 90.34	\$ 93.05	\$ 95.84	\$ 98.72
Staff Chemical Engineer 1	\$ 81.74	\$ 84.19	\$ 86.71	\$ 89.31	\$ 91.99
Staff Chemical Engineer 2	\$ 99.31	\$ 102.29	\$ 105.36	\$ 108.52	\$ 111.78
Senior Chemical Engineer 1	\$ 118.07	\$ 121.61	\$ 125.26	\$ 129.01	\$ 132.88
Junior Cognitive Scientist	\$ 59.32	\$ 61.10	\$ 62.93	\$ 64.82	\$ 66.76
Staff Cognitive Scientist 1	\$ 81.04	\$ 83.47	\$ 85.98	\$ 88.55	\$ 91.21
Staff Cognitive Scientist 2	\$ 99.58	\$ 102.57	\$ 105.64	\$ 108.81	\$ 112.08
Senior Cognitive Scientist 1	\$ 114.10	\$ 117.53	\$ 121.05	\$ 124.68	\$ 128.43
Senior Cognitive Scientist 2	\$ 131.60	\$ 135.55	\$ 139.61	\$ 143.80	\$ 148.12
Principal Cognitive Scientist 1	\$ 160.44	\$ 165.26	\$ 170.21	\$ 175.32	\$ 180.58
Staff Human Factors Engineer 1	\$ 90.04	\$ 92.75	\$ 95.53	\$ 98.39	\$ 101.35
Staff Human Factors Engineer 2	\$ 106.96	\$ 110.17	\$ 113.48	\$ 116.88	\$ 120.39
Senior Human Factors Engineer 1	\$ 121.22	\$ 124.86	\$ 128.60	\$ 132.46	\$ 136.43
Senior Human Factors Engineer 2	\$ 134.74	\$ 138.78	\$ 142.95	\$ 147.24	\$ 151.65
Principal Human Factors Engineer 1	\$ 155.11	\$ 159.77	\$ 164.56	\$ 169.50	\$ 174.58
Principal Human Factors Engineer 2	\$ 167.37	\$ 172.39	\$ 177.56	\$ 182.89	\$ 188.38
Senior Subject Matter Expert 2	\$ 156.97	\$ 161.68	\$ 166.53	\$ 171.53	\$ 176.67

Government Site Pricing	Year 11 8/21/2012 To 8/20/2013	Year 12 8/21/2013 To 8/20/2014	Year 13 8/21/2014 To 8/20/2015	Year 14 8/21/2015 To 8/20/2016	Year 15 8/21/2016 To 8/20/2017
Labor Category	Hourly Rate				
Principal Subject Matter Expert 1	\$ 173.12	\$ 178.32	\$ 183.67	\$ 189.18	\$ 194.85
Principal Subject Matter Expert 2	\$ 190.65	\$ 196.37	\$ 202.26	\$ 208.33	\$ 214.58
Senior Principal Subject Matter Expert	\$ 222.54	\$ 229.22	\$ 236.09	\$ 243.18	\$ 250.47
Manufacturing					
Junior Mechanical Technician	\$ 42.42	\$ 43.69	\$ 45.00	\$ 46.35	\$ 47.74
Staff Mechanical Technician 2	\$ 48.68	\$ 50.14	\$ 51.64	\$ 53.19	\$ 54.79
Senior Mechanical Technician 1	\$ 58.83	\$ 60.59	\$ 62.41	\$ 64.28	\$ 66.21
Senior Mechanical Technician 2	\$ 68.79	\$ 70.85	\$ 72.98	\$ 75.17	\$ 77.42
Junior Quality Assurance Analyst	\$ 54.62	\$ 56.26	\$ 57.95	\$ 59.69	\$ 61.48
Staff Quality Assurance Analyst 1	\$ 61.40	\$ 63.24	\$ 65.14	\$ 67.09	\$ 69.11
Staff Quality Assurance Analyst 2	\$ 81.22	\$ 83.66	\$ 86.17	\$ 88.75	\$ 91.42
Senior Quality Assurance Analyst 1	\$ 97.83	\$ 100.77	\$ 103.79	\$ 106.91	\$ 110.11
Technical Analysis					
Staff Research Analyst 1	\$ 75.40	\$ 77.66	\$ 79.99	\$ 82.39	\$ 84.86
Staff Research Analyst 2	\$ 93.68	\$ 96.49	\$ 99.39	\$ 102.37	\$ 105.44
Senior Research Analyst 1	\$ 108.71	\$ 111.97	\$ 115.33	\$ 118.79	\$ 122.35
Administrative Labor Categories:					
Administrative Services					
Administrative Assistant 1	\$ 32.28	\$ 33.25	\$ 34.25	\$ 35.27	\$ 36.33
Administrative Assistant 2	\$ 39.38	\$ 40.56	\$ 41.78	\$ 43.03	\$ 44.32
Administrative Assistant 3	\$ 45.42	\$ 46.78	\$ 48.18	\$ 49.63	\$ 51.12
Administrative Assistant 4	\$ 49.64	\$ 51.13	\$ 52.66	\$ 54.24	\$ 55.87
Office Administration Specialist 2	\$ 61.79	\$ 63.65	\$ 65.56	\$ 67.52	\$ 69.55

Government Site Pricing	Year 11 8/21/2012 To 8/20/2013	Year 12 8/21/2013 To 8/20/2014	Year 13 8/21/2014 To 8/20/2015	Year 14 8/21/2015 To 8/20/2016	Year 15 8/21/2016 To 8/20/2017
Labor Category	Hourly Rate				
Publications & Graphic Arts					
Graphics Artist 2	\$ 54.20	\$ 55.83	\$ 57.50	\$ 59.23	\$ 61.01
Graphics Artist 3	\$ 63.73	\$ 65.64	\$ 67.61	\$ 69.64	\$ 71.73
Graphic Design Supervisor	\$ 81.28	\$ 83.72	\$ 86.23	\$ 88.81	\$ 91.48
Senior Graphic Design Supervisor	\$ 94.74	\$ 97.58	\$ 100.50	\$ 103.52	\$ 106.63
Junior Technical Writer	\$ 53.27	\$ 54.87	\$ 56.51	\$ 58.21	\$ 59.96
Staff Technical Writer	\$ 68.15	\$ 70.20	\$ 72.30	\$ 74.47	\$ 76.71
Senior Technical Writer	\$ 81.38	\$ 83.82	\$ 86.34	\$ 88.93	\$ 91.59
Junior Designer/Illustrator	\$ 59.31	\$ 61.09	\$ 62.93	\$ 64.81	\$ 66.76
Staff Designer/Illustrator	\$ 62.98	\$ 64.87	\$ 66.82	\$ 68.82	\$ 70.88
Senior Designer/Illustrator	\$ 79.86	\$ 82.25	\$ 84.72	\$ 87.26	\$ 89.88
Security & Emergency Preparedness					
Junior Emergency Management Specialist	\$ 51.57	\$ 53.11	\$ 54.71	\$ 56.35	\$ 58.04
Staff Emergency Management Specialist	\$ 58.17	\$ 59.92	\$ 61.71	\$ 63.56	\$ 65.47
Senior Emergency Management Specialist	\$ 87.95	\$ 90.59	\$ 93.31	\$ 96.11	\$ 98.99
Principal Emergency Management Specialist	\$ 115.13	\$ 118.58	\$ 122.14	\$ 125.80	\$ 129.58
Administrative Programs					
Project Manager	\$ 112.60	\$ 115.97	\$ 119.45	\$ 123.04	\$ 126.73

Computer Fees	
Application - Base Level Computing	\$5.00
Application - Computational Intense	\$6.25