



**GENERAL SERVICES ADMINISTRATION
AUTHORIZED SCHEDULE CATALOG/PRICE LIST**

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

**FEDERAL SUPPLY SCHEDULE 70
GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY
EQUIPMENT, SOFTWARE and SERVICES**

CONTRACT NUMBER: GS-35F-0480W

CONTRACT PERIOD: June 14, 2010 through June 13, 2020

PRICELIST CURRENT THROUGH: Modification 19 dated December 22, 2016

For more information on ordering, visit www.gsa.gov/schedules

CONTRACTOR: Fulcrum IT Services, LLC
5870 Trinity Parkway
Suite 400
Centreville, VA 20120-1974
703-543-2900 (phone)
703-543-2914 (facsimile)
www.FulcrumCo.com

CONTRACTOR'S POINT OF CONTACT FOR CONTRACT ADMINISTRATION:

Kelly Bower
Fulcrum IT Services, LLC
5870 Trinity Parkway
Suite 400
Centreville, VA 20120-1974
703-543-2979 (phone)
703-543-2914 (facsimile)
KBower@FulcrumIT.com

BUSINESS SIZE: Large



CONTRACTOR INFORMATION

Fulcrum has been providing services to the federal government for over 20 years, focusing on six core competencies: Technology, Cyber Security, Intelligence Analysis & Ops, Mission Systems, Human Capital, and Healthcare Services. Fulcrum's leadership in the world of IT professional services is grounded and provides *Pivotal Performance* in a very basic but steadfast commitment to customer satisfaction. It is a philosophy that permeates our corporate culture and provides the backbone for our business processes

1a. TABLE OF AWARDED SPECIAL ITEM NUMBERS (SINs):

SIN 132-45D Risk and Vulnerability Assessment

SIN 132-51 Information Technology Professional Services

SIN 132-56 Health IT

1b. LOWEST PRICED MODEL NUMBER AND PRICE FOR EACH SIN:

Not Applicable

1c. HOURLY RATES: See Pricelist in Section 28.

2. MAXIMUM ORDER: See NOTE TO ORDERING ACTIVITIES (below)

SIN 132-45D \$500,000

SIN 132-51 \$500,000

SIN 132-56 \$500,000

NOTE TO ORDERING ACTIVITIES: *If the best value selection places your order over the Maximum Order identified in this catalog/pricelist, you have an opportunity to obtain a better schedule contract price. Before placing your order, contact the aforementioned Contactor for a better price. The Contractor may (1) offer a new price for this requirement, (2) offer the lowest price available under this contract or (3) decline the order. A delivery order that exceeds the maximum order may be placed under the schedule contract in accordance with FAR 8.404.

3. MINIMUM ORDER: \$100

4. GEOGRAPHIC COVERAGE: Domestic

5. POINT(S) OF PRODUCTION: Centreville, Virginia, USA

6. DISCOUNT FROM INTERNAL RATE:



The GSA Net Prices published on the GSA Advantage website reflect the fully burdened price. The negotiated discount has been applied and the Industrial Funding Fee has been added.

7. QUANTITY or VOLUME DISCOUNT: None

8. PROMPT PAYMENT TERMS: Net 30 Days

9a. GOVERNMENT PURCHASE CARD:

Accepted for sales at or below the micro-purchase threshold.

9b. GOVERNMENT PURCHASE CARD:

Please contact the Contractor for terms and conditions applicable to use of the Government Purchase Card for purchases above the micro-purchase threshold.

10. FOREIGN ITEMS: None

11a. TIME OF DELIVERY:

Negotiated at the Task Order Level with the Ordering Activity.

11b. EXPEDITED DELIVERY:

Please contact the Contractor for availability and rates.

11c. OVERNIGHT AND 2-DAY DELIVERY:

Please contact the Contractor for availability and rates.

11d. URGENT REQUIREMENTS:

Agencies can contact the Contractor's representative to affect a faster delivery. Customers are encouraged to contact the contractor for the purpose of requesting accelerated delivery.

12. FOB POINT: Destination

13a. ORDERING ADDRESS:

Fulcrum IT Services, LLC
5870 Trinity Parkway, Suite 400



Centreville, VA 20120-1974
703-543-2900 (phone)
703-543-2914 (facsimile)
EDI Orders: Please e-mail Contracts@FulcrumCO.com

13b. ORDERING PROCEDURES:

Ordering activities shall use the ordering procedures described in Federal Acquisition Regulation 8.405-3 when placing an order or establishing a BPA for supplies or services. The ordering procedures, information on Blanket Purchase Agreements (BPA's) and a sample BPA can be found at the GSA/FSS Schedule Homepage (<http://gsa.gov/portal/category/100643>).

14. PAYMENT ADDRESS:

Fulcrum IT Services, LLC
5870 Trinity Parkway
Suite 400
Centreville, VA 20120-1974

15. WARRANTY PROVISION: Delivered, as Negotiated

16. EXPORT PACKING CHARGES: Not Applicable

17. TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE: Please contact the Contractor for terms and conditions for acceptance of the Government Purchase Card.

18. TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR (IF APPLICABLE): Not Applicable

19. TERMS AND CONDITIONS OF INSTALLATION: Not Applicable

20. TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES (IF AVAILABLE): Not Applicable

20a. TERMS AND CONDITIONS FOR ANY OTHER SERVICES: Not Applicable

21. LIST OF SERVICE AND DISTRIBUTION POINTS: Not Applicable

22. LIST OF PARTICIPATING DEALERS: None



- 23. PREVENTIVE MAINTENANCE:** None
- 24a. SPECIAL ATTRIBUTES SUCH AS ENVIRONMENTAL ATTRIBUTES (e.g. recycled content, energy efficiency, and/or reduced pollutants):** None
- 24b. SECTION 508 COMPLIANCE FOR ELECTRONIC and INFORMATION TECHNOLOGY:** Not Applicable
- 25. DUNS NUMBER:** 048382386
- 26. NOTIFICATION REGARDING REGISTRATION IN SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE:** Contractor has an Active Registration in the SAM database.
- 27. TERMS and CONDITIONS / LABOR CATEGORIES DESCRIPTIONS FOR:**
- SIN 132-45D Risk and Vulnerability Assessment
- SIN 132-51 Information Technology Professional Services
- SIN 132-56 Health IT
- See following pages.

**TERMS AND CONDITIONS APPLICABLE TO HIGHLY ADAPTIVE
CYBERSECURITY SERVICES (HACS) (SPECIAL ITEM NUMBERS 132-45D)**

Vendor suitability for offering services through the Highly Adaptive Cybersecurity Services (HACS) SINs must be in accordance with the following laws and standards when applicable to the specific task orders, including but not limited to:

- **Federal Acquisition Regulation (FAR) Part 52.204-21**
- **OMB Memorandum M-06-19** - Reporting Incidents Involving Personally Identifiable Information and Incorporating the Cost for Security in Agency Information Technology Investments
- **OMB Memorandum M-07-16** - Safeguarding Against and Responding to the Breach of Personally Identifiable Information
- **OMB Memorandum M-16-03** - Fiscal Year 2015-2016 Guidance on Federal Information Security and Privacy Management Requirements
- **OMB Memorandum M-16-04** – Cybersecurity Implementation Plan (CSIP) for Federal Civilian Government
- **The Cybersecurity National Action Plan (CNAP)**
- **NIST SP 800-14** - Generally Accepted Principles and Practices for Securing Information Technology Systems
- **NIST SP 800-27A** - Engineering Principles for Information Technology Security (A Baseline for Achieving Security)
- **NIST SP 800-30** - Guide for Conducting Risk Assessments
- **NIST SP 800-35** - Guide to Information Technology Security Services
- **NIST SP 800-37** - Guide for Applying the Risk Management Framework to Federal Information Systems: A Security Life Cycle Approach
- **NIST SP 800-39** - Managing Information Security Risk: Organization, Mission, and Information System View
- **NIST SP 800-44** - Guidelines on Securing Public Web Servers
- **NIST SP 800-48** - Guide to Securing Legacy IEEE 802.11 Wireless Networks
- **NIST SP 800-53** – Security and Privacy Controls for Federal Information Systems and Organizations
- **NIST SP 800-61** - Computer Security Incident Handling Guide
- **NIST SP 800-64** - Security Considerations in the System Development Life Cycle
- **NIST SP 800-82** - Guide to Industrial Control Systems (ICS) Security
- **NIST SP 800-86** - Guide to Integrating Forensic Techniques into Incident Response
- **NIST SP 800-115** - Technical Guide to Information Security Testing and Assessment
- **NIST SP 800-128** - Guide for Security-Focused Configuration Management of Information Systems

- **NIST SP 800-137** - Information Security Continuous Monitoring (ISCM) for Federal Information Systems and Organizations
- **NIST SP 800-153** - Guidelines for Securing Wireless Local Area Networks (WLANs)
- **NIST SP 800-171** - Protecting Controlled Unclassified Information in non-federal Information Systems and Organizations

******NOTE: All non-professional labor categories must be incidental to, and used solely to support Highly Adaptive Cybersecurity Services, and cannot be purchased separately.**

1. SCOPE

- a. The labor categories, prices, terms and conditions stated under Special Item Number 132-45D High Adaptive Cybersecurity Services apply exclusively to High Adaptive Cybersecurity Services within the scope of this Information Technology Schedule.
- b. Services under these SINs are limited to Highly Adaptive Cybersecurity Services only. Software and hardware products are under different Special Item Numbers on IT Schedule 70 (e.g. 132-32, 132-33, 132-8), and may be quoted along with services to provide a total solution.
- c. These SINs provide ordering activities with access to Highly Adaptive Cybersecurity services only.
- d. Highly Adaptive Cybersecurity Services provided under these SINs shall comply with all Cybersecurity certifications and industry standards as applicable pertaining to the type of services as specified by ordering agency.
- e. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. ORDER

- a. Agencies may use written orders, Electronic Data Interchange (EDI) orders, Blanket Purchase Agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.



b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

3. PERFORMANCE OF SERVICES

a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity. All Contracts will be fully funded.

b. The Contractor agrees to render services during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.

c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.

d. Any Contractor travel required in the performance of Highly Adaptive Cybersecurity Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts. All travel will be agreed upon with the client prior to the Contractor's travel.

4. INSPECTION OF SERVICES

Inspection of services is in accordance with 552.212-4 - CONTRACT TERMS AND CONDITIONS – COMMERCIAL ITEMS (MAY 2015) (ALTERNATE II – JUL 2009) (FAR DEVIATION – JUL 2015) (TAILORED) for Firm-Fixed Price and Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

5. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (MAY 2014) Rights in Data – General, may apply.

The Contractor shall comply with contract clause (52.204-21) to the Federal Acquisition Regulation (FAR) for the basic safeguarding of contractor information systems that process, store, or transmit Federal data received by the contract in performance of the contract. This includes contract documents and all information generated in the performance of the contract.

6. RESPONSIBILITIES OF THE ORDERING ACTIVITY

Subject to the ordering activity's security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite Highly Adaptive Cybersecurity Services.

7. INDEPENDENT CONTRACTOR

All Highly Adaptive Cybersecurity Services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.

8. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

"Contractor" means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

"Contractor and its affiliates" and "Contractor or its affiliates" refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

An "Organizational conflict of interest" exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor's or its affiliates' objectivity in performing contract work.

b. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

9. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for Highly Adaptive Cybersecurity Services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion



of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

10. RESUMES

Resumes shall be provided to the GSA Contracting Officer or the user ordering activity upon request.

11. APPROVAL OF SUBCONTRACTS

The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.

12. DESCRIPTION OF HIGHLY ADAPTIVE CYBERSECURITY SERVICES

LABOR CATEGORY DESCRIPTIONS – SIN 132-45D

Cybersecurity Architect

Functional Responsibility:

Develops cybersecurity requirements and architectures by evaluating organization's mission, business goals and applying applicable NIST SP 800 guidance, federal law, organizational policy and best practices. Plans security policy and systems by evaluating network and security technologies; such as local area networks (LANs), wide area networks (WANs), virtual private networks (VPNs), routers, firewalls, and related security and network devices; designs public key infrastructures (PKIs), including use of certification authorities (CAs) and digital signatures as well as security hardware and software. Implements security systems, specifies intrusion detection methodologies, directs equipment and software installation and calibration, and plans preventive and reactive defensive measures. Plans continuous monitoring, incident response, access control, and compliance standards, policies and procedures. Improves security posture by analyzing security environment, identifying security gaps and evaluation and implementing upgrades. Verifies security by developing testing tools, scenarios, and scripts. Develops cybersecurity reports by collecting, analyzing and summarizing data and trends. Maintains job knowledge by tracking emerging security practices, standards, technology and threats. Improves security team by answering questions and educating junior members.

Minimum/General Experience:

A Cybersecurity Architect must demonstrate at least ten (10) years of experience. Eight (8) years should be specialized experience. The remainder may be any combination of specialized and/or general experience. A history of progression to more complex IT environments and experience is desired.

Minimum Education:

Generally requires a Master's degree in Computer Science, Cybersecurity, Information Systems, Engineering, Business, or other related discipline with 8 to 10 years of experience. A Ph.D. degree with 6 to 8 years. A Bachelor's degree with over 10 years.

Applicable Training: (If Any)

Certification by an industry recognized cybersecurity authority such as ISC² or SANS Institute is strongly desired.

Cyber Subject Matter Expert II**Functional Responsibility:**

Expert consulting in highly specialized, leading edge cyber-related solutions involving information technologies and methodologies. Provides highly technical specialized guidance with regard to automated solutions to complex information processing problems. Often called upon as one of a few nationally recognized specialists with unique knowledge and skills.

Minimum/General Experience:

Twelve years of progressively responsible experience involving information technology and related systems and often unique specialization. Recognized as an industry or specialty expert especially in the use of information processing, telecommunications, or security systems, through exposure such as publications, research, teaching, and speeches.

Minimum Education:

Advanced degree in specialty area, information technology, computer science, operations research, electrical engineering, or mathematics. Four (4) years of applicable experience may be substituted for a degree.

Cyber Project Manager**Functional Responsibility:**

Provides cyber-related project management and oversight. Responsible for project performance tracking and reporting, project planning, project schedule management, and project metric analysis including earned value and variance analysis. Responsible for coordinating communication among all project stakeholders. Leverages best practices in the project management discipline including the Project Management Body of Knowledge (PMBOK).

Minimum/General Experience:

Five (5) or more years of general IT services experience or subject matter expertise and/or certifications in project management or related disciplines.

**Minimum Education:**

Bachelor of Science in Computer Science, Information Systems, Computer Engineering or related field or equivalent military or commercial experience.

Cyber Program Manager, Lead

Functional Responsibility: Directs all activities of one or more major cyber-related contracts, programs, projects, technologies, or clients, or directs all activities for a variety of different cyber-related programs/clients which cross over/ involve two or more functional areas. Provides overall leadership for the program and ensures activities are managed in a cost-effective manner within budgetary guidelines. Leadership is consistent with applicable NIST SP 800 guidance, federal law, organizational policy and best practices and supports the success, of the overall organization. Plans, develops and administers policies covering two or more functional areas. Establishes work policies and practices for business unit being directed. Oversees and approves selection, performance measurement and promotion or termination, or other personnel actions involving staff. Designs and sets measurement standards for the functional area(s) or contract(s).

Minimum/General Experience:

A Lead Cyber Program Manager [Program Director] must demonstrate at least twelve (12) years of experience. Nine (9) years should be specialized experience. The remainder may be any combination of specialized and/or general experience. The Lead Cyber Program Manager [Program Director] must have been involved in supervision and management of administrative/scientific system software development projects with ten (10) or more people. A minimum of four (4) years of the nine (9) years should include managing large, complex software development projects, including at least thirty (30) employees, in subordinate groups. Nine (9) years of progressively more difficult software development and ADP experience is desired.

Minimum Education:

Generally requires a Masters degree in Computer Science, Cybersecurity, Information Systems, Engineering, Business, or other related discipline with 9 to 11 years of experience. A Ph.D. degree with 7 to 9 years. A Bachelor's degree with 12 to 15 years.

Applicable Training: (If Any)

Certification by an industry recognized cybersecurity authority such as ISC², SANS Institute, or Project Management Institute is strongly desired.

Cybersecurity Manager

Functional Responsibility:

Oversees the implementation and maintenance of cybersecurity-related measures throughout the program, to protect the confidentiality, integrity, and availability of systems and data. Establishes and documents cybersecurity policies in conformance with applicable Federal security laws, regulations, and guidelines, including but not limited to FISMA, FIPS, NIST publications, and OMB memorandums, as well as policies and guidelines published by [agency we are working for]. Creates and maintains a system security plan and plans for data security (including encryption and treatment of sensitive or personally identifiable information), contingency planning (including backup and recovery), incident response, physical and online access control, vulnerability and penetration testing, anti-malware protection, configuration management, decommissioning of equipment, staff security training, and onboarding and offboarding of staff. Conducts Certification and Accreditation (C&A) activities and Continuing Security Assessments (CSAs), and responds to supplemental requests for security-related information from [agency]. Plans, oversees, and tracks remediation for any Plans of Actions and Milestones (POA&Ms) issued by [agency]. Arranges suitable security awareness training and updates for program staff, including any training prescribed by [agency] for contractors. Works with other members of the security team and with project managers to have required security measures implemented at the program level and under each project and confirms their implementation. Plans, conducts, reports on the outcomes of internal audits and interviews to verify that practices implementing required security measures are documented and are being followed. Plans for and tracks remediation of deficiencies discovered during audits and interviews. Reports to program management about the state of the program's security profile and about concerns and issues as they arise.

Minimum/General Experience:

A Cybersecurity Manager must demonstrate at least seven (7) years of experience. Four (4) years should be specialized experience. The remainder may be any combination of specialized and/or general experience. A history of progression to more complex IT environments and experience is desired.

Minimum Education:

Generally requires a Bachelor's degree in Computer Science, Cybersecurity, Information Systems, Engineering, Business, or other related discipline with 7 years of experience. A Master's degree with 4 to 6 years. A Ph.D. degree with 2 to 4 years.

Applicable Training: (If Any)

Certification by an industry recognized cybersecurity authority such as ISC² or SANS Institute is strongly desired.

Cybersecurity Engineer

Functional Responsibility:

Engineers, implements, and monitors security solutions that meet Federal law, NIST guidance, organization policy, and best practices for the protection of information across the IT spectrum. Identify and define cyber security requirements based on an organization's mission and business goals. Develops detailed design and implementation documentation. Configures and troubleshoots security tools and technologies within the IT infrastructure. Develops technical solutions and new security measures to mitigate vulnerabilities and automate repeatable tasks. Prepares assessment and operating procedure documentation and assists with incident response actions. Drafts technical reports on new technologies and assessment findings. Maintains job knowledge by tracking emerging security practices, standards, technology and threats. Improves security team by answering questions and educating junior members.

Minimum/General Experience:

A Cybersecurity Engineer must demonstrate at least eight (8) years of experience. Four (4) years should be specialized experience. The remainder may be any combination of specialized and/or general experience. A history of progression to more complex IT environments and experience is desired.

Minimum Education:

Generally requires a Master's degree in Computer Science, Cybersecurity, Information Systems, Engineering, Business, or other related discipline with 6 to 8 years of experience. A Ph.D. degree with 4 to 6 years. A Bachelor's degree with 10 years.

Applicable Training: (If Any)

Certification by an industry recognized cybersecurity authority such as ISC² or SANS Institute is strongly desired.

Cyber Senior Information Assurance Analyst

Functional Responsibility:

Reviews security-related documents (e.g., System Architecture; Authentication & Authorization designs, etc.) for cyber-related projects to ensure compliance with federal (e.g., NIST) and organization-specific security guidelines/requirements. Is able to identify risks in security systems and work with technical experts to resolve security issues. Possess ability to identify key concepts, factors and risks based on conversations and document these in clear and concise narrative or graphic reports.

Minimum/General Experience:

Five (5) or more years IT/security experience.

Minimum Education:

Bachelor of Science or equivalent military or commercial experience.

Cybersecurity Senior Administrator

Functional Responsibility:

Works on complex information assurance (IA) projects involving all phases of information assurance and network operations to include: assess, remediate, correlate, analyze, and provide IA course of action decision support. Reviews security-related documents (e.g., System Architecture; Authentication & Authorization designs, etc.) to ensure compliance with NIST SP 800 guidance, federal law, organizational policy and best practices security guidelines/requirements. Identifies risks in security systems and work with technical experts to resolve security issues. Possess ability to identify key concepts, factors and risks based on conversations and document these in clear and concise narrative or graphic reports.

Minimum/General Experience:

A Cybersecurity Senior Administrator must demonstrate at least six (6) years of experience. Three (3) years should be specialized experience. The remainder may be any combination of specialized and/or general experience. A history of multiple complex IT environments and experience is desired.

Minimum Education:

Generally requires a Bachelor's degree in Computer Science, Cybersecurity, Information Systems, Engineering, Business, or other related discipline with 4 to 6 years of experience. A Master's degree with 2 to 4 years.

Applicable Training: (If Any)

Certification by an industry recognized cybersecurity authority such as ISC² or SANS Institute is strongly desired.

Cyber Senior Functional Analyst

Functional Responsibility:

Defines, designs, and specifies processes and procedures for developing complex cyber-related information systems. Chief Designer during the system development life cycle. Defines the documentation requirements.

Minimum/General Experience:

Fourteen years IT systems experience, with ten of the fourteen using structured analytical and programming techniques at the systems level, as well as developing and implementing advanced techniques and procedures. Sought as a recognized expert in requirements definition, conceptualizing system design, evaluating alternatives, and selecting final solutions. Expert in the use and development of integrated CASE Tools for requirements analysis and system design. At least five years managing and directing the efforts of other analysts. Recognized nationally as an expert in the field.

Minimum Education:

Bachelor's degree in computer science, related technical field. Advanced degree is desirable, as is being recognized in the field as an expert. Three (3) years of applicable experience may be substituted for a degree.

Cyber Senior Management Analyst

Functional Responsibility:

Provides management analysis and policy analysis in support of cyber-related feasibility studies and requirements analyses. Supports activity and data modeling, development of modern business methods, identification of best practices, and creating and assessing performance measurements. Provides group facilitation, interviewing, training, and additional forms of knowledge transfer. Key coordinator between customers and multiple project teams to ensure enterprise-wide integration of reengineering efforts and application of best practice including e-business practices experience.

Minimum/General Experience:

Five (5) or more years IT/management experience.

Minimum Education:

Bachelor of Science or equivalent military or commercial experience.

Cybersecurity Administrator

Functional Responsibility:

Works on information assurance (IA) projects involving all phases of information assurance and network operations to include: assess, remediate, correlate, analyze, and provide IA course of action decision support. Reviews security-related documents (e.g., System Architecture; Authentication & Authorization designs, etc.) to ensure compliance with NIST SP 800 guidance, federal law, organizational policy and best practices security guidelines/requirements. Identifies risks in security systems and work with technical experts to resolve security issues. Possess ability to identify key concepts, factors and risks based on conversations and document these in clear and concise narrative or graphic reports.

Minimum/General Experience:

A Cybersecurity Admin must demonstrate at least four (4) years of experience. Two (2) year should be specialized experience. The remainder may be any combination of specialized and/or general experience.

Minimum Education:

Generally requires a Bachelor's degree in Computer Science, Cybersecurity, Information Systems, Engineering, Business, or other related discipline with 2 years of experience. A Master's degree with 1 year.

Applicable Training: (If Any)

Certification by an industry recognized cybersecurity authority such as ISC² or SANS Institute is strongly desired.

Cyber Intermediate Information Assurance Analyst

Functional Responsibility:

Works on complex information assurance (IA) cyber-related projects involving all phases of information assurance and network operations to include: assess, address, correlate, analyze, and provide IA course of action decision support. Reviews security-related documents (e.g., System Architecture; Authentication & Authorization designs, etc.) to ensure compliance with federal (e.g., NIST) and organization-specific security guidelines/requirements. Is able to identify risks in security systems and work with technical experts to resolve security issues. Possess ability to identify key concepts, factors and risks based on conversations and document these in clear and concise narrative or graphic reports.

Minimum/General Experience:

Three (3) or more years IT/security experience.

Minimum Education:

Bachelor of Science or equivalent military or commercial experience.

Cyber Senior Application Engineer**Functional Responsibility:**

Applies disciplines to reengineer methodologies/ principles. Develops analytical and computational techniques and methodology for cyber-related problem solutions. Performs strategic systems planning, business information planning, business, and analysis. Performs process and data modeling.

Minimum/General Experience:

Eight (8) years' experience in information systems development, functional and data requirements analysis, systems analysis and design, programming, program design, and documentation preparation.

Minimum Education:

Bachelor's degree in computer science, related technical field. Three (3) years of applicable experience may be substituted for a degree.



Cyber Administrative Services, Lead

Functional Responsibility:

Individual provides a wide range of administrative and technical assistance. A Lead Administrative Services individual has acquired some managerial capability. Can execute projects within experience level. Receives and reviews completed products and reviews for administrative sufficiency. Monitors and tracks actions to remind responsible officials of suspense actions due. Designs and maintains spreadsheets, databases, and word processing business graphics applications. The individual uses graphics software to present data in graphic form and develops familiarity with new software packages for ease of use and applicability to support requirements.

Minimum/General Experience:

Competent in most phases of an operation; assists in dealing with problems. Over six (6) years of general experience, possesses proficiency to operate standard office machines such as personal computers, printers, copiers, and standard software applications (Microsoft Word/Excel/PowerPoint and Adobe PDF files). The individual should possess a general knowledge base for handling all types of technical material including recommendations, reports, view-graphs, tables, charts, and documentation.

Minimum Education:

Bachelor degree with 0 to 2 years of related experience. With no degree 6 to 8 years. A high school diploma or equivalent; general information technology, vocational or college business courses can serve as a substitute of one year's required experience (one month for one month).

WAGE DETERMINATION DETAIL FOR SIN 132-45D

FULCRUM LCAT TITLE	WAGE DETERMINATION CATEGORY	OCCUPATION CODE
Cyber Administrative Services, Lead	Secretary III	01313

Wage Determination information reflects #05-2103 (Rev. -16) dated 7/14/2015 covering District of Columbia, Maryland and Virginia.



**TERMS AND CONDITIONS APPLICABLE TO INFORMATION
TECHNOLOGY (IT) PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER
132-51)**

******NOTE: All non-professional labor categories must be incidental to, and used solely to support professional services, and cannot be purchased separately.**

1. SCOPE

- a. The prices, terms and conditions stated under Special Item Number 132-51 Information Technology Professional Services apply exclusively to IT Professional Services within the scope of this Information Technology Schedule.
- b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. PERFORMANCE INCENTIVES I-FSS-60 Performance Incentives (April 2000)

- a. Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract.
- b. The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.
- c. Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

3. ORDER

- a. Agencies may use written orders, EDI orders, blanket purchase agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.
- b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

4. PERFORMANCE OF SERVICES



- a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.
- b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
- c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.
- d. Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

5. STOP-WORK ORDER (FAR 52.242-15) (AUG 1989)

(a) The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-

- (1) Cancel the stop-work order; or
- (2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.

(b) If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-

- (1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and
- (2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

(c) If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.

(d) If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

6. INSPECTION OF SERVICES

In accordance with FAR 52.212-4 CONTRACT TERMS AND CONDITIONS--COMMERCIAL ITEMS (MAR 2009) (DEVIATION I - FEB 2007) for Firm-Fixed Price orders and FAR 52.212-4 CONTRACT TERMS AND CONDITIONS --COMMERCIAL ITEMS (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

7. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (Dec 2007) Rights in Data – General, may apply.

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite IT Professional Services.

9. INDEPENDENT CONTRACTOR

All IT Professional Services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

“Contractor” means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

“Contractor and its affiliates” and “Contractor or its affiliates” refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

An “Organizational conflict of interest” exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the



Contractor or its affiliates or (ii) impair the Contractor's or its affiliates' objectivity in performing contract work.

b. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

11. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for IT Professional services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

12. PAYMENTS

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time-and-materials orders, the Payments under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to labor-hour orders placed under this contract. 52.216-31(Feb 2007) Time-and-Materials/Labor-Hour Proposal Requirements—Commercial Item Acquisition As prescribed in 16.601(e)(3), insert the following provision:

- (a) The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.
- (b) The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by—
 - (1) The offeror;
 - (2) Subcontractors; and/or
 - (3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

13. RESUMES



Resumes shall be provided to the GSA Contracting Officer or the user ordering activity upon request.

14. INCIDENTAL SUPPORT COSTS

Incidental support costs are available outside the scope of this contract. The costs will be negotiated separately with the ordering activity in accordance with the guidelines set forth in the FAR.

15. APPROVAL OF SUBCONTRACTS

The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.

16. DESCRIPTION OF IT PROFESSIONAL SERVICES

LABOR CATEGORY DESCRIPTIONS – SIN 132-51

Commercial Job Title: Program Manager

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to direct multiple IT systems development life cycle (SDLC) efforts such as: design, development, integration, testing, training, deployment, operation and/or maintenance. Must be capable of independently leading programs that involve the successful management of teams composed of data processing and other information management professionals who have been involved in analysis, design, integration, testing, documenting, converting, extending, and implementing automated information systems. Performs day-to-day management of overall contract support operations, possibly involving multiple projects and groups of personnel at multiple locations. Organizes, directs, and coordinates the planning and production of all contract support activities. Demonstrates written and oral communication skills. Ability and authority to establish and alter (as necessary) vendor management structure to direct effective contract support activities.

Minimum/General Experience: BA or BS and 10 years of experience in program management with 5 years specifically designated as a PgM on similar contracts in terms of size, complexity, and team composition and depth. An advanced degree may decrease years of experience in program management and years on a similar contract to 8 and 4 respectively. PGMP a plus.

Minimum Education: BA or BS

Applicable Training: 10 years of experience in program management with 5 years specifically designated as a PgM.



Commercial Job Title: Project Manager

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to oversee and orchestrate IT systems development life cycle (SDLC) efforts such as: design, development, integration, testing, training, deployment, operation and/or maintenance. Performs day-to-day management of assigned delivery order projects that involve teams of data processing and other information system and management professionals who have previously been involved in analyzing, designing, integrating, testing, documenting, converting, extending, and implementing automated information systems. Demonstrates proven skills in those technical areas addressed by the delivery order to be managed. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects, including assessment of staff and expenditure of ODCs. Demonstrates writing and oral communication skills.

Minimum/General Experience: BA or BS and 10 years of experience in project management with 5 years specifically designated as a PjM on similar contracts in terms of size, complexity, and team composition and depth. An advanced degree may decrease years of experience in project management and years on a similar contract to 8 and 4 respectively. PMP a plus.

Minimum Education: BA or BS

Applicable Training: 5 years of experience managing comparable tasks on similar contracts in terms of size.

Commercial Job Title: Task Manager

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to directly supervise an individual IT systems development life cycle (SDLC) task such as: design, development, integration, testing, training, deployment, operation and/or maintenance. Performs day-to-day management of assigned tasks, working with other data processing or information system and management professionals. Demonstrates proven skills in those technical areas addressed by the task to be managed. Plans, organizes, coordinates and executes all activities associated with assigned task. Demonstrates writing and oral communication skills.

Minimum/General Experience: BA or BS and 5 years of experience managing comparable tasks on similar contracts in terms of size, complexity, and team composition and depth. An advanced degree may decrease years of experience. PMP a plus.

Minimum Education: BA or BS

Applicable Training: 5 years of experience managing comparable tasks on similar contracts in terms of size.



Commercial Job Title: Advanced Technology Program Manager

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to direct multiple advanced technology design, development, integration, testing, training, deployment, operation and/or maintenance efforts. Must be capable of independently leading programs that involve the successful management of teams composed of highly specialized technical professionals who have been involved in analysis, prototyping, design, integration, testing, documenting, converting, extending, and implementing high technology systems. Performs day-to-day management of overall contract support operations, possibly involving multiple projects and groups of personnel at multiple locations. Organizes, directs, and coordinates the planning and production of highly technical contract support activities. Demonstrates written and oral communication skills. Establishes and alters (as necessary) vendor management structure to direct effective contract support activities.

Minimum/General Experience: BA or BS in related technical discipline and 10 years of experience in technical program management with 5 years specifically designated as a PgM on similar technical contracts in terms of size, complexity, and team composition and depth. An advanced degree may decrease years of experience in program management and years on a similar contract to 8 and 4 respectively. PGMP a plus.

Minimum Education: BA or BS

Applicable Training: 10 years of experience in technical program management with 5 years specifically designated as a PgM.

Commercial Job Title: Junior Quality Assurance Technician

Functional Responsibility: Capabilities/Duties: Ability to apply supervised quality control/quality assurance management procedures, including tracking and analyzing key software metrics, monitoring quality procedures and participating in software reviews and testing in a supervised setting. Ability to interpret and apply Government regulations, manuals, and standards relating to quality assurance. Ability to evaluate software and associated documentation. Ability to participate in formal and informal reviews to determine quality and in the development of software quality assurance plans. Ability to examine and evaluate the SQA process and recommend enhancements and modifications. Ability to develop quality standards. Duties include reporting, tracking, and analyzing key performance based system metrics; and monitoring quality procedures, and evaluating system quality, efficiency and testing.

Minimum/General Experience: BS in Computer Science, Information System, Business Management or similar disciplined field. 1-2 years hands-on software testing experience with



increasing levels of responsibility and technical skill. Familiarity and certifications in QA methodologies; e.g., Six Sigma or CMMI a plus.

Minimum Education: BA or BS

Applicable Training: 2 years hands-on software testing experience with increasing levels of responsibility and technical skill. Familiarity and certifications in QA methodologies; e.g., Six Sigma or CMMI a plus.

Commercial Job Title: Senior Network/System Security Engineer

Functional Responsibility: Capabilities/Duties: Ability to analyze and define highly specialized security requirements for networks and computer systems, which may include LANs, WANs mainframes, workstations, and personal computers. Ability to use a variety of security techniques, technologies, and tools to design, develop, and implement security solutions into highly sensitive computer systems and networks. Responsible for integration and implementation of the computer system security solution. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security. Fully participates in all phases of the systems lifecycle including requirements gathering, preliminary and final design, systems development, integration and testing. Directs or performs vulnerability and risk analysis, and participates in a variety of computer security penetration studies during all phases of the system development life cycle.

Minimum/General Experience: BS in related technology discipline and at least 3 years of experience in defining computer security requirements for systems or high-level applications, evaluating approved security product capabilities, and developing proper computer system security solutions. Network and systems security related certifications required.

Minimum Education: BA or BS

Applicable Training: 3 years of experience in defining computer security requirements for systems or high-level applications.

Commercial Job Title: Network/System Security Engineer

Functional Responsibility: Capabilities/Duties: Demonstrated ability to independently perform complex security analysis of existing systems for compliance with security requirements. Ability to use a variety of security techniques, technologies, and tools to develop, integrate, and implement security solutions into highly sensitive computer systems and networks. Ability to perform vulnerability and risk analysis, and participate in a variety of computer security penetration studies. Analyzes and defines security requirements for computer systems, which

may include mainframes, workstations, and personal computers. Designs, develops, and implements solutions to meet security requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security. Participates in most phases of the systems lifecycle including preliminary and final design, systems development, and integration and testing.

Minimum/General Experience: BS in related technology discipline and at least 1 year of experience in defining computer security requirements for systems or high-level applications, evaluating approved security product capabilities, and developing proper computer system security solutions. Network and systems security related certifications a plus.

Minimum Education: BA or BS

Applicable Training: 1 year of experience in defining computer security requirements for systems or high-level applications.

Commercial Job Title: Senior Information Assurance Engineer

Functional Responsibility: Capabilities/Duties: Demonstrated ability to apply a set of disciplines for planning, analyzing, and designing information systems enterprise-wide or across a major sector of the enterprise. Ability to develop and apply analytical and computational techniques and methodology for problem solutions. Ability to independently develop and recommend technical solutions to support client requirements in solving moderate to highly complex network, platform, and system security problems. Ability to apply analytical and engineering solutions based on federal and industry INFOSEC policies, doctrine, and regulations. Ability to conduct secure system engineering and development, including system/security requirements analysis and secure system definition and specification development of INFOSEC policies and procedures utilizing technical and analytical skills. Ability to design test beds of advanced INFOSEC hardware and software solutions.

Minimum/General Experience: B.A. or B.S. in related discipline and a minimum of 8 years of experience analyzing and defining security requirements for information protection, defining and developing security policies and analyzing the sensitivity of information and performing vulnerability and risk assessments on the basis of defined sensitivity and information flow.

Minimum Education: BA or BS

Applicable Training: 8 years of experience analyzing and defining security requirements for information protection, defining and developing security policies and analyzing the sensitivity of information.



Commercial Job Title: Configuration Management Specialist

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to establish and/or maintain a system to record modifications to hardware, software or documentation. Ability to maintain allocated, functional and physical baseline control and ability to perform audit support. Ability to serve as secretary to Configuration Control Boards (CCBs) to help ensure all baseline changes are approved before initiation. Involved in review of engineering change requests to assess impact upon configuration baseline and logistics support elements. Maintains configuration control records and technical documents. Works closely with quality assurance and management representatives to ensure accurate and well-documented product baseline.

Minimum/General Experience: BA or BS and five years of experience in development of configuration management plans, familiarity with physical and functional representation at the system level, Must demonstrate experience using CM tools to coordinate changes to system, maintaining CM library and establishing procedures for implementation of system and operational changes.

Minimum Education: BA or BS

Applicable Training: 5 years of experience in development of configuration management plans, familiarity with physical and functional representation at the system level.

Commercial Job Title: Test Manager

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to supervise a team of test specialists and manage complex, state-of-the-art test programs. Demonstrated experience and ability to translate complex program requirements into testable objectives. Demonstrated ability to analyze and recommend test cycle, test plans, safety reviews, and detailed test objectives. Ability to manage and work effectively with diverse organizations and personalities to execute a successful test program. Ability to apply complex test methodologies and compensate for limitations and restrictions. Must have detailed familiarity with commercial test environments and operating procedures. Ability to develop overall test strategy to include objectives, methodologies, analysis, and schedules. Able to independently assess system performance against stated requirements. Ability to apply test discipline to design a thorough and executable test program. Able to lead analysis efforts to dissect output data, interface with the client, and provide clear results and recommendations.

Minimum/General Experience: BS in Computer Science, Information System, Business Management or similar disciplined field. At least 5 years of experience in managing test teams with responsibility for verification and validation, software testing and integration, and software

metrics, and their application to software quality assessment, of which 2 years must be with hands-on software testing experience with increasing levels of responsibility and technical skill.

Minimum Education: BA or BS

Applicable Training: 5 years of experience in managing test teams with responsibility for verification and validation, software testing and integration, and software metrics.

Commercial Job Title: Test Specialist

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to design and execute ADP software tests and evaluate results to ensure compliance with applicable regulations. Ability to prepare test scripts and all required test documentation. Ability to design and prepare all needed test data. Ability to work independently with diverse organizations and personalities to execute a successful test program. Ability to apply test methodologies, accounting for all limitations and restrictions. Ability to support test program manager for complex, state-of-the-art test programs. Ability to clearly write test plans (to include objectives, methodologies, instrumentation requirements, analysis, safety etc) and test procedure documents. Able to conduct analysis of output data, provide results and recommendations. Independently assess system performance against stated requirements. Analyzes internal security within systems. Reviews test results and evaluates for conformance to design.

Minimum/General Experience: BS in Computer Science, Information System, Business Management or similar disciplined field. At least 2 years of experience in verification and validation, software testing and integration, and software metrics, and their application to software quality assessment, of which 2 years must be with hands-on software testing experience with increasing levels of responsibility and technical skill.

Minimum Education: BA or BS

Applicable Training: 2 years of experience in verification and validation, software testing and integration, and software metrics.

Commercial Job Title: Subject Matter Expert (Technical) 5

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to provide enterprise-wide technical management and direction for problem definition, analysis and requirements development and implementation for very complex systems in the subject matter area. Ability to provide workable recommendations and advice to client executive management on emerging technology, system improvements, optimization and maintenance in the following areas: Information Systems Architecture, Automation, Telecommunications, Networking,



Communication Protocols, Software, Electronic Email, Modeling and Simulation, Data Storage and Retrieval.

Minimum/General Experience: Advanced degree with a minimum of 15 years of experience in one or more of the disciplines associated with the SME labor category. 12 years of specialized experience managing mission-critical tasks across multiple functional areas and providing leadership for key tasks and resolution of problems for major functional areas through assessment of complex and technically challenging situations. Must possess domain and expert technical knowledge of functional areas and programmatic knowledge practice-wide.

Minimum Education: BA or BS

Applicable Training: 15 years of experience in one or more of the disciplines associated with the SME labor category. 12 years of specialized experience managing mission-critical tasks across multiple functional areas and providing leadership for key tasks.

Commercial Job Title: Subject Matter Expert (Technical) 4

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to provide technical management and direction for problem definition, analysis and requirements development and implementation for complex systems in the subject matter area. Ability to provide workable recommendations and advice on system improvements, optimization and maintenance in the following areas: Information Systems Architecture, Automation, Telecommunications, Networking, Communication Protocols, Software, Electronic Email, Modeling and Simulation, Data Storage and Retrieval.

Minimum/General Experience Advanced degree with a minimum of 12 years of experience in one or more of the disciplines associated with the SME labor category. 9 years of specialized experience managing mission-critical tasks across multiple functional areas and providing leadership for key tasks and resolution of problems for major functional areas through assessment of complex and technically challenging situations. Must possess domain and expert technical knowledge of functional areas and programmatic knowledge practice-wide.

Minimum Education: BA or BS

Applicable Training: 12 years of experience in one or more of the disciplines associated with the SME labor category.

Commercial Job Title: Subject Matter Expert (Technical) 3

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to provide technical direction for problem definition, analysis, requirements development and implementation for complex to extremely complex systems in the subject matter area. Ability to make recommendations and advise on organization-wide system improvements, optimization or maintenance efforts in the following specialties: Information Systems Architecture; Networking; Telecommunications; Automation; Communications Protocols; Risk Management/Electronic Analysis; Software; Life-Cycle Management; Software Development Methodologies; Modeling and Simulation.

Minimum/General Experience: BA or BS in related discipline with a minimum of 10 years of experience in one or more of the disciplines associated with the SME labor category. 7 years of specialized experience managing mission-critical tasks across multiple functional areas and providing leadership for key tasks and resolution of problems for major functional areas through assessment of complex and technically challenging situations. Must possess domain and expert technical knowledge of functional areas and programmatic knowledge practice-wide.

Minimum Education: BA or BS

Applicable Training: 10 years of experience in one or more of the disciplines associated with the SME labor category. 7 years of specialized experience managing mission-critical tasks across multiple functional areas and providing leadership for key tasks.

Commercial Job Title: Subject Matter Expert (Technical) 2

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to define the problems and analyze and develop plans and requirements in the subject matter area for moderately complex to complex systems. Ability to coordinate and manage the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems specifications in the following specialties: Information Systems Architecture; Networking; Telecommunications; Automation; Communications Protocols; Risk Management/Electronic Analysis; Software; Life-Cycle Management; Software Development Methodologies; Modeling and Simulation.

Minimum/General Experience: BA or BS in related discipline with a minimum of 7 years of experience in one or more of the disciplines associated with the SME labor category. 4 years of specialized experience managing mission-critical tasks across multiple functional areas and providing leadership for key tasks and resolution of problems for major functional areas through assessment of complex and technically challenging situations. Must possess domain and expert technical knowledge of functional areas and programmatic knowledge practice-wide.

Minimum Education: BA or BS



Applicable Training: 7 years of experience in one or more of the disciplines associated with the SME.

Commercial Job Title: Subject Matter Expert (Technical) 1

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to define problems and analyze and develop plans and requirements in the subject matter area for moderately complex systems. Ability to coordinate and manage the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems specifications in the following specialties: Information Systems Architecture; Networking; Telecommunications; Automation; Communications Protocols; Risk Management/Electronic Analysis; Software; Life-Cycle Management; Software Development Methodologies; Modeling and Simulation.

Minimum/General Experience: BA or BS in related discipline with a minimum of 4 years of experience in one or more of the disciplines associated with the SME labor category. 2 years of specialized experience participating in mission-critical tasks across multiple functional areas and providing input for key tasks and resolution of problems for major functional areas through assessment of complex and technically challenging situations.

Minimum Education: BA or BS

Applicable Training: 4 years of experience in one or more of the disciplines associated with the SME labor category.

Commercial Job Title: Senior Software Engineer

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to lead or direct of team of software engineers developing and maintaining operating systems, applications software, database packages, compilers, assemblers, utility programs and other highly complex system software requirements. Ability to modify and create special purpose software and ensure systems efficiency and integrity. Ability to analyze systems requirements and design specifications. Ability to develop block diagrams and logic flow charts. Ability to translate detailed systems designs into executable software. Ability to test, debug, and refine software to produce the required product. Ability to prepare required documentation, including project plans and software program documentation.

Minimum/General Experience: Bachelor's Degree in Engineering and at least 10 years of experience leading teams on comparable projects, or an Engineering Master's Degree with 7 years of experience.



Minimum Education: BA or BS

Applicable Training: 10 years of experience leading teams on comparable projects, or an Engineering Master's Degree with 7 years of experience.

Commercial Job Title: Software Engineer

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to develop and maintain operating systems, applications software, database packages, compilers, assemblers, and utility programs with minimal oversight. Ability to modify and create special purpose software and ensure systems efficiency and integrity. Ability to develop block diagrams and logic flow charts. Ability to translate detailed design into computer software. Ability to test, debug, and refine the computer software to produce the required product. Ability to prepare required documentation, including project plans and software program documentation. Provides technical direction to less experienced programmers.

Minimum/General Experience: Bachelor's Degree in Engineering and at least 6 years of experience participating on teams for comparable projects, or an Engineering Master's Degree with 2 years of experience.

Minimum Education: BA or BS

Applicable Training: 6 years of experience participating on teams for comparable projects, or an Engineering Master's Degree with 2 years of experience.

Commercial Job Title: Senior Systems Analyst

Functional Responsibility: Capabilities/Duties: Demonstrated ability to oversee analyst staff and analyze and evaluate existing systems to independently define problems, data availability, report requirements and system design issues. Demonstrated ability to provide technical and administrative direction for personnel performing systems development tasks, including the review of work products for correctness, adherence to the design concept and to user standards, and progress in accordance with schedules. Demonstrated ability to define system objectives and prepare system design specifications to meet user requirements and satisfy interface problems. Ability to coordinate with the Program Manager to ensure solutions to problems and user satisfaction. Prepares milestone status reports and deliveries and presentations on the system concept to colleagues, subordinates, and end user representatives. Analyzes alternate means of deriving input data to select the most accurate, feasible and economical methods. Defines input and output file specifications including file organization. Defines controls, conversion procedures and system implementation plans including user training and orientation.

Minimum/General Experience: B.A. or B.S. and 5 years of equivalent experience in a related discipline. Must have 8 years of computer experience working independently or under general direction on complex application problems involving all phases of system analysis. At least 5 years of experience in analysis and design of business applications for complex large-scale or mid-tier computer systems, or LAN-based systems, to include experience in database management systems (DBMS), and use of general programming languages. Knowledge of current storage and retrieval methods and demonstrated ability to formulate specifications for computer programmers to use in coding, testing, and debugging of computer programs.

Minimum Education: BA or BS

Applicable Training: 8 years of computer experience working independently or under general direction on complex application problems involving all phases of system analysis.

Commercial Job Title: System/Software Engineer

Functional Responsibility: Capabilities/Duties: Demonstrated ability to implement computer systems in a phased approach of requirements analysis and conceptual design, site survey, system design review, critical design review, installation, integration, and testing with minimal oversight. Demonstrated ability to analyze existing systems and define, design and develop new integrated system requirements. Determines system specifications, input/ output processes and working parameters for hardware/software compatibility. Able to perform requirements analysis for a wide range of users in areas of office automation. Coordinates design of subsystems and integration of total system. Identifies, analyzes and resolves program support deficiencies.

Minimum/General Experience: Bachelor's Degree in Engineering and at least 6 years of experience participating on teams for comparable projects, or an Engineering Master's Degree with 2 years of experience.

Minimum Education: BA or BS

Applicable Training: 6 years of experience participating on teams for comparable projects, or an Engineering Master's Degree with 2 years of experience.

Commercial Job Title: System Architect

Functional Responsibility: Capabilities/Duties: Demonstrated ability to lead a team of specialists in developing network, and technical architectures in support of complex and highly sophisticated client/server and mainframe applications. Ability to develop network and technical architectures for complex and highly sophisticated client/server and mainframe applications. Demonstrated ability to develop and execute architecture strategies, feasibility studies, and



integration analyses. Ability to supervise and provide guidance in implementing various architectures. Able to independently gather and define the architecture requirements and ensure that the architectures are compatible and in compliance with the appropriate IT organization and project standards.

Minimum/General Experience: BA or BS in related discipline and minimum 6 years of demonstrated performance in industry and/or related technology or equivalent substitution. Experienced in all phases of the System Development Life Cycle including project planning, gathering requirements and developing a technical implementation plan. Must possess a high level of expertise with the related tools and platforms.

Minimum Education: BA or BS

Applicable Training: 6 years of demonstrated performance in industry and/or related technology or equivalent substitution.

Commercial Job Title: Training Manager

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to provide daily supervision and direction to a staff of training personnel. Ability to assess training needs and design and manage Information System and/or Automated Data Processing subject matter training classes. Works closely with Government personnel to determine training and scheduling requirements. Responsible for the development, quality and adequacy of course material. Reviews and provides inputs for training documentation. Ability to develop and prepare user and technical documentation and training course materials for computer based training as well as classroom instruction, training instruction, writing and editing technical documents, and knowledge of information systems. Duties may include daily supervision and direction for personnel providing training development and instruction.

Minimum/General Experience: B.A. or B.S. and 6 years of experience managing teams providing information system development and training. At least 3 years of experience in developing and providing IT and end user training on computer hardware and relevant application software. Must possess working knowledge of various training methodologies and be experienced in the application of them.

Minimum Education: BA or BS

Applicable Training: 6 years of experience managing teams providing information system development and training.

Commercial Job Title: Senior Training Specialist



Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to develop, plan, and provide sophisticated Information System or ADP, end-user training on highly complex computer hardware, application software, new systems, or related procedures. Conducts the research necessary to develop and revise training courses and prepares appropriate training materials. Prepares all course materials (course outline, background material and training aids). Prepares all student materials (course manuals, workbooks, handouts, completion certificates, and course evaluation forms). Trains personnel by conducting formal classroom courses, workshops, and seminars.

Minimum/General Experience: B.A. or B.S. and 4 years of experience participating on teams providing information system development and training. At least 3 years of experience in developing and providing IT and end user training on computer hardware and relevant application software. Must possess working knowledge of various training methodologies and be experienced in the application of them.

Minimum Education: BA or BS

Applicable Training: 3 years of experience in developing and providing IT and end user training on computer hardware and relevant application software.

Commercial Job Title: Training Specialist

Functional Responsibility: Capabilities/Duties: Demonstrated ability to plan and provide Information System or ADP, end-user training on computer hardware, application software, new systems, or training on business process improvements and other procedures with minimal oversight. Demonstrated ability to prepare routine training materials, including workbooks, handouts, completion certificates, and course evaluation forms. Trains personnel by conducting formal classroom courses, workshops, and seminars.

Minimum/General Experience: B.A. or B.S. and 2 years of experience participating on teams providing information system development and training. At least 1 year of experience in developing and providing IT and end user training on computer hardware and relevant application software. Must possess working knowledge of various training methodologies and be experienced in the application of them.

Minimum Education: BA or BS

Applicable Training: 1 year of experience in developing and providing IT and end user training on computer hardware and relevant application software.



Commercial Job Title: Trainer

Functional Responsibility: Capabilities/Duties: Ability to develop lesson plans and utilize prepared course and student materials for end-user training on computer hardware, application software, new systems, or training on business process improvements and other procedures in a supervised setting. Trains personnel by conducting formal classroom courses, workshops, and seminars.

Minimum/General Experience: Associate's degree and 1 years of relevant experience participating on teams providing information system development and training. Must possess working knowledge of various training methodologies and be experienced in the application of them.

Minimum Education: Associate's degree

Applicable Training: Knowledge of various training methodologies and be experienced in the application of them.

ADDITIONAL LABOR CATEGORY DESCRIPTIONS – Incorporated per Mod 0011 dated 1/21/16

**Note: “G” designates Government Site
“C” designates Contractor Site**

G 1 Administrative Services, Junior

Functional Responsibilities:

Individual provides a wide range of administrative assistance. Receives and reviews completed products and reviews for administrative sufficiency. Monitors and tracks actions to remind responsible officials of suspense actions due. Designs and maintains spreadsheets, databases, and word processing business graphics applications. The individual uses graphics software to present data in graphic form and develops familiarity with new software packages for ease of use and applicability to support requirements. As an editor, reviews for formatting errors, and reformats as required.

General Experience:

Competent in several phases of an operation: requires instruction and guidance and refers problems to others. At least one (1) year of general experience, possess proficiency to operate standard office machines such as personal computers, printers, copiers, and standard software applications (Microsoft Word/Excel/PowerPoint and Adobe PDF files). The individual should possess a general knowledge base for handling all types of technical material including recommendations, reports, view-graphs, tables, charts, and documentation.

General Education:

A high school diploma or equivalent; general information technology, vocational or college business courses can serve as a substitute of one year's required experience (one month for one month).

C 2 Administrative Services, Lead**Functional Responsibilities:**

Individual provides a wide range of administrative and technical assistance. A Lead Administrative Services individual has acquired some managerial capability. Can execute projects within experience level. Receives and reviews completed products and reviews for administrative sufficiency. Monitors and tracks actions to remind responsible officials of suspense actions due. Designs and maintains spreadsheets, databases, and word processing business graphics applications. The individual uses graphics software to present data in graphic form and develops familiarity with new software packages for ease of use and applicability to support requirements.

General Experience:

Competent in most phases of an operation; assists in dealing with problems. Over six (6) years of general experience, possess proficiency to operate standard office machines such as personal computers, printers, copiers, and standard software applications (Microsoft Word/Excel/PowerPoint and Adobe PDF files). The individual should possess a general knowledge base for handling all types of technical material including recommendations, reports, view-graphs, tables, charts, and documentation.

General Education:

Bachelor degree with 0 to 2 years of related experience. With no degree 6 to 8 years. A high school diploma or equivalent; general information technology, vocational or college business courses can serve as a substitute of one year's required experience (one month for one month).

G/C 3 Analyst, Junior**Functional Responsibilities:**

Functional Analyst, Junior assists others to solve functional problems with systems that are maintained by a System Response Center. Responsibilities include:

- Analyzes user needs to determine functional and cross-functional requirements.
- Performs functional allocation to identify required tasks and their inter-relationships.
- Identifies resources required for each task.

General Experience:

Limited use and/or application of basic principles, theories, and concepts. Must have at least two (2) years of experience in general IT functional tasks. Specialized experience includes: assisting in developing functional requirements for complex integrated ADP systems.

General Education:

A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. With no degree then must demonstrate at least 6 years of IT experience.

G/C 4 Analyst

Functional Responsibilities:

Functional Analyst works to solve functional problems with systems that are maintained by a System Response Center. Responsibilities include:

- Analyzes user needs to determine functional and cross-functional requirements.
- Performs functional allocation to identify required tasks and their inter-relationships.
- Identifies resources required for each task.
- Ability to work independently or under only general direction.
- Analyze user needs to develop functional requirements. Create work break down structure, work flow, information flow and level-of-effort estimates.

General Experience:

Must have over two (2) years of relevant experience in Functional Analysis. Specialized experience includes: developing functional requirements for complex integrated ADP systems.

General Education:

Bachelor's Degree in Computer Science, Information Systems, Engineering, Business, or other related discipline and 2 to 4 years experience. Master's Degree in Computer Science, Information Systems, Engineering, Business, or other related discipline and 0 to 2 years experience. With no Degree then 8 to 10 years experience.

G/C 5 Analyst, Senior

Functional Responsibilities:

Functional Analyst, Senior directs works to solve functional problems with systems that are maintained by a System Response Center. Responsibilities include:

- Analyzes user needs to determine functional and cross-functional requirements.
- Performs functional allocation to identify required tasks and their inter-relationships.
- Identifies resources required for each task.
- Ability to work independently or under only general direction.
- Analyze user needs to develop functional requirements. Create work break down structure, work flow, information flow and level-of-effort estimates.

General Experience:

Must have at least five (5) years of relevant experience in Functional Analysis. Specialized experience includes: developing functional requirements for complex integrated ADP systems.

General Education:

Bachelor's Degree in Computer Science, Information Systems, Engineering, Business, or other related discipline and 5 or 7 years experience. Master's Degree in Computer Science, Information Systems, Engineering, Business, or other related discipline and 3 to 5 years experience.

G 6 Analyst, Lead**Functional Responsibilities:**

The Function Analyst, Lead is generally responsible for establishing and arraying the information and functional requirements of a specific project. Performs and/or coordinates the systems analysis (infrastructure, engineering, legacy systems integration, and applications development) necessary to evaluate compatibility and suitability of planned solutions with existing organizational architectures and directed standards, procedures, business practices, and methodologies. Works to design, schedule, and deploy complex infrastructures and applications within a multi-protocol environment based upon appropriate industry practices and standards. Receives, analyzes, and translates client requirements into integrated infrastructure solution strategies. The individual coordinates closely with senior program and project management specialist and with senior customer specialist. The employee may provide direct supervision of subordinate analysts, engineers, and applications developers.

General Experience:

The incumbent shall demonstrate at least seven (7) years experience, of which at least five (5) years must be specialized. General experience may include responsibilities in system engineering, applications design and development, and infrastructure administration, configuration, and support. Possesses superior communication and presentation skills (oral and written).

General Education:

Bachelor degree in Computer Science, Information Engineering, or related study with 7 to 9 years. A Master's degree with 5 to 7 years. With no degree, 12 to 15 years.

G 7 Application Administrator, Senior**Functional Responsibilities:**

The Application Administrator Senior leads tasks and supervisors staff in analyzing and defining functional system requirements. Documents, tests and debugs programs and implements system enhancements. Supports operational system demonstrations and user training sessions.

General Education:

Bachelor's Degree and 10 years of experience. Master's Degree and 5 to 7 years of experience. With no degree, some specialized knowledge with 12 to 15 years of experience.

G 8 Architect, Principal**Functional Responsibilities:**

The Architect Principal generally provides a structured approach to the significant programming portions of the item, researches technical solutions to requirements from the client, oversees and assists with software development work in C# and JavaScript, investigates programming bugs discovered during the testing and deployment of the item, and ensures that any changes do not detrimentally affect the design, implementation, reliability or maintainability of the item as a whole.

General Experience:

The incumbent shall demonstrate at least ten (10) years experience, of which at least eight (8) years must be specialized. General experience may include responsibilities in system engineering, applications design and development, and infrastructure administration, configuration, and support. Possesses superior communication and presentation skills (oral and written).

General Education:

Bachelor degree in Computer Science, Information Engineering, or related study with 10 years. A Master's degree with 7 to 8 years. With no degree, 12 to 15 years.

G 9 Communications Specialist, Junior

Functional Responsibilities:

The Communications Specialist, Junior is an entry level position but must have participated in some systems analyses and feasibility studies concerning data communications and communications networks.

Qualifications

- Experience: At least four (4) years of IT experience. A minimum of two (2) years of specialized experience. The remainder may be any combination of specialized and/or general experience.
- Specialized: Two (2) years of experience in the design of data communications systems.
- General: Four (4) years of progressive experience in Voice, and Data Communications projects.

General Education:

Bachelor degree preferred. With no degree, 4 to 6 years experience in related fields of interest.

G 10 Communications Specialist

Functional Responsibilities:

The Communications Specialist participates in systems analyses and feasibility studies concerning voice and data communications and communications networks; assists project manager in design and implementation of data communications systems; analyzes proposed and existing applications particularly in the voice and data communications concepts and requirements. The Communication Specialist assists, prepares and participates in functional specifications for Voice and Data communication equipment; advises with user management to assure proper problem identification and that the solution meets identified requirements. Individual prepares documents and effects programming changes to complex voice and/or data networks.

Qualifications

- Experience: At least six (6) years of experience. A minimum of four (4) years of specialized experience. The remainder may be any combination of specialized and/or general experience.
- Specialized: Four (4) years of experience in the programming of Voice and Data handling design of data communications systems. Should have experience with the equivalent Lucent Definition G2 and G3 product line and have received training and attained certification in the applicable area of expertise.
- General: Six (6) years of progressive experience in systems analysis/programming Voice, and Data communications.

General Education:

Bachelor degree in Computer Science or related study and 0 to 2 years of experience. With no degree, 6 to 8 years of related experience.

G 11 Communications Specialist, Senior

Functional Responsibilities:

The Communications Specialist, Senior directs tasks in systems analyses and feasibility studies concerning voice and data communications and communications networks; plans, coordinates, and participates in design, acquisition, and implementation of data communications systems; analyzes proposed and existing applications particularly in the voice and data communications concepts and requirements. Prepares and participates in functional specifications for Voice and Data communication equipment; consults with user management to assure proper problem identification and that the solution meets identified requirements. Prepares documents and effects programming changes to complex voice and/or data networks.

Qualifications

- Experience: Over eight (8) years of experience. A minimum of six (6) years of specialized experience. The remainder may be any combination of specialized and/or general experience.
- Specialized: Six (6) years of experience in the programming of Voice and Data handling design of data communications systems. Should have experience with the equivalent Lucent Definition G2 and G3 product line and have received training and attained certification in the applicable area of expertise.
- General: Eight (8) years of progressive experience in systems analysis/programming Voice, and Data communications.

General Education:

Bachelor degree in Computer Science or related study plus 2 to 4 years of related experience. A Master's Degree with 0 to 2 years. Without a degree, 8 to 10 years

G 12 Computer Operator, Junior

Functional Responsibilities:

Computer Operator, Junior assists other in monitoring computer systems in the Enterprise Operations Center on a 24x7x365 basis. Responsibilities include:

- ADP Center support.
- Assists others in system troubleshooting in accordance with established Standard Operating Procedures (SOPs) and supports the system administrator when the system is off-line.
- Performs system backups in accordance with SOPs.
- Monitors systems in the operations center.
- Basic troubleshooting.
- Maintains tape library and backups
- File transfers between security domains.

General Experience:

Relevant experience in Computer Operations. Familiarity in Windows, MS Office, LINUX, and UNIX. A security clearance may be required.

General Education:

Bachelor's degree [Computer Science, Information Systems, Engineering or Business] and 0 to 2 years of experience With no degree, 4 years experience.

G 13 Computer Security Specialist, Junior**Functional Responsibilities:**

Evaluate and develop computer security requirements. Engineer solutions to satisfy security requirements. Perform threat assessment and risk analysis of current technical and operating environment. Use knowledge of security products.

General Experience:

Has a general use and application of concepts, practices, and techniques in the Computer Security field. Has at least four (4) years in related field. A college degree in a related field can be substituted for actual experience.

General Education:

Bachelor's degree in Electrical Engineering, Information Systems, Computer Science, Physics or Math. With no degree, 4 to 6 years experience.

G 14 Computer Security Specialist**Functional Responsibilities:**

Evaluate and develop computer security requirements. Engineer solutions to satisfy security requirements. Perform threat assessment and risk analysis of current technical and operating environment. Use knowledge of security products.

General Experience:

Has a command use and application of concepts, practices, and techniques in the Computer Security field. Has at least six (6) years in related field. A college degree in a related field can be substituted for actual experience.

General Education:

Bachelor's degree in Electrical Engineering, Information Systems, Computer Science, Physics or Math and 0 to 2 years of experience. With no degree, 6 to 8 years.

G 15 Computer Security Specialist Senior**Functional Responsibilities:**

Performs functions of a qualified Information Assurance Manager at Level II, such as a pre-deployment Information Systems Security Officer/Manager (IASO/IAM), Information Assurance Technical (IAT) Level III or Computer Network Defense - Auditor (CND-AU) Personnel in an information assurance management role are responsible for the information assurance (IA) program of an Information System (IS) or major mission application within the Network Environment (NE). Performs a variety of security related tasks, including the development and implementation of system information security standards and procedures.

General Experience:

Has a command use and application of concepts, practices, and techniques in the Computer Security field. Has at least ten (10) years in related field. A college degree in a related field can be substituted for actual experience.



General Education:

Bachelor's degree in Electrical Engineering, Information Systems, Computer Science, Physics or Math and 7 to 10 years of experience. With no degree, 12 or more years of experience.

G 16 Database Specialist, Junior

Functional Responsibilities:

A Database Specialist, Junior assists in implementation of data specifications, designs, integration, testing, and documentation. Responsibilities include:

- System administration for database servers.
- Maintenance and connectivity to all required legacy systems and applications.
- Write and maintain computer system documentation and logs; develop extensive windows scripting tools to automate system monitoring and data incorporation; perform manipulation and conversion of large data files for incorporation into file system.
- Perform DBA, and manage massive data file system; manages multiple SQL Server databases and replication between systems.

Qualifications

Experience: Six (6) years of experience that includes three (3) years of specialized experience.

A college degree can be substituted for actual experience.

Specialized: Three (3) years of experience directly with administration of databases, such as ORACLE.

General: Two (2) years of progressive experience in the area of specialty or related field

General Education:

Bachelors Degree and 0 to 2 years experience in a relevant discipline. With no degree, 6 to 8 years experience.

G 17 Database Specialist

Functional Responsibilities:

A Database Specialist performs implementation of data specifications, designs, integration, testing, and documentation. Responsibilities include:

- System administration for database servers.
- Maintenance and connectivity to all required legacy systems and applications.
- Write and maintain computer system documentation and logs; develop extensive windows scripting tools to automate system monitoring and data incorporation; perform manipulation and conversion of large data files for incorporation into file system.
- Perform DBA, and manage massive data file system; manages multiple SQL Server databases and replication between systems.

Qualifications

Experience: At least eight (8) years of experience that includes five (5) years of specialized experience. A college degree can be substituted for actual experience.

Specialized: Five (5) years of experience directly with administration of databases, such as ORACLE.

General: Four (4) years of progressive experience in the area of specialty or related field

General Education:

Bachelors Degree and 2 to 4 years experience in a relevant discipline. Master's Degree and 0 to 2 years experience in a relevant discipline. With no degree, 8 to 10 years.

G 18 Engineer, Junior

Functional Responsibilities:

A Junior Engineer is an entry level position but assumes IT experience primarily as a team member to a workgroup. The individual works closely with other technical personnel and takes direction from the project manager. The projects are normally large scale information systems and address a wide range of topics in support of a successful implementation of open system architecture.

General Experience:

The Junior Engineer shall demonstrate up to six (6) years of IT experience, of which at least one (1) year must be specialized. General experience can include technical engineering, development, or related responsibilities. The remainder may be any combination of specialized and/or general experience. Must also have experience with the logical and physical functional, operational, and technical architectures of large and complex information systems, external communications, and local and wide area networks. The individual has some technical and engineering experience in systems analysis and programming of scientific or highly technical system applications on small to large scale computers (i.e., micro, mini, and mainframe).

General Education:

A Bachelor's degree in Computer Science, Information Systems, Engineering, or other related scientific or technical disciplines and 0 to 2 years of experience. With no degree, 6 to 8 years of directly related experience.

G 19 Engineer, Senior

Functional Responsibilities:

The Senior Engineer has a wide range of applicable knowledge of principles, theories, and concepts in large scale information systems and architectures. The individual works only under very general direction, independently determines and develops approaches to solutions. Results are reviewed upon completion for meeting objectives. Interfaces with systems analysts to provide problem resolutions; provides technical and administrative direction for personnel performing project development tasks, including the review of work products for correctness, adherence to the design concept, and to user standards. Coordinates with the Project Manager to ensure problem resolution and user satisfaction; makes recommendations, if needed, for approval of major system implementations.

General Experience:

Number of years of experience depends on academic achievements. In general the Senior Engineer shall demonstrate at least ten (10) years of IT experience, of which at least five (5) years must be specialized. Specialized experience includes: leadership and management of subordinate technical personnel and management of project schedules. The remainder may be any combination of specialized and/or general experience. The Senior Engineer has experience in developing large scale information systems in compliance with standards for open systems architectures. Specialized experience, which includes supervision of system analysts, use of structured analysis, design methodologies and design tools and techniques. Must also have experience with the logical and physical functional, operational, and technical architectures of large and complex information systems, external communications, and local and wide area networks. Experience in working with multiple teams helping to set-up work planning, technical reviews, testing inspections, and quality assurance.

General Education:

Master's degree in Computer Science, Information Systems, Engineering, or other related scientific or technical disciplines with 3 to 5 years of directly related experience. A Bachelor's degree with 5 to 7 years. With no degree, 10 to 12 years.

G 20 Engineer, Lead

Functional Responsibilities:

The Lead Engineer has extensive expertise as a generalist or specialist. The individual is an emerging authority in large scale information system implementation. The individual work is performed without appreciable direction. Has latitude in determining technical objectives of assignment. Interfaces with systems analysts to provide problem resolutions; provides technical and administrative direction for personnel performing project development tasks, including the review of work products for correctness, adherence to the design concept, and to user standards. Coordinates with the Project Manager to ensure problem resolution and user satisfaction; makes recommendations, if needed, for approval of major system implementations.

General Experience:

Number of years of experience depends on academic achievements. In general, the Lead Engineer, shall demonstrate at least twelve (12) years of IT experience, of which at least seven (7) years must be specialized. Specialized experience includes: leadership and management of subordinate technical personnel and management of project schedules. The remainder may be any combination of specialized and/or general experience. The Lead Engineer has experience in developing large scale information systems in compliance with standards for open systems architectures. Specialized experience, which includes supervision of system

analysts, use of structured analysis, design methodologies and design tools and techniques. Must also have experience with the logical and physical functional, operational, and technical architectures of large and complex information systems, external communications, and local and wide area networks. Experience in working with multiple teams helping to set-up work planning, technical reviews, testing inspections, and quality assurance. Seven (7) years of progressive software development experience. The individual has technical and engineering experience in systems analysis and programming of scientific or highly technical system applications on small to large scale computers (i.e., micro, mini, and mainframe). Experience in the design and programming of complex ADP systems and directing other systems analysts. Possesses good communication and presentation skills (oral and written).

General Education:

Master's degree in Computer Science, Information Systems, Engineering, or other related scientific or technical disciplines with 5 to 7 years of directly related experience. A Bachelor's degree with 7 to 9 years. With no degree, 12 to 15 years.

G 21 Engineer, Principal

Functional Responsibilities:

The Principal Engineer has a minimum six years of advanced analytical design, planning, implementation and organizational experience with extremely complex systems and projects having multiple facets. Experience must include: evaluating, developing and implementing system engineering processes and procedures, project personnel, requirement analyses to define applicability in the system design and engineering approaches and quantifying system capabilities and limitations in terms of total life cycle system support.

General Experience:

Number of years of experience depends on academic achievements. In general, the Principal Engineer, shall demonstrate at least twelve (6) years of IT experience, of which at least seven (5) years must be specialized. Specialized experience includes: leadership and management of subordinate technical personnel and management of project schedules. The remainder may be any combination of specialized and/or general experience. The Principal Engineer has experience in developing large scale information systems in compliance with standards for open systems architectures. Specialized experience, which includes supervision of system analysts, use of structured analysis, design methodologies and design tools and techniques. Must also have experience with the logical and physical functional, operational, and technical architectures of large and complex information systems, external communications, and local and wide area networks. Experience in working with multiple teams helping to set-up work planning, technical reviews, testing inspections, and quality assurance. Seven (7) years of progressive software development experience. The individual has technical and engineering experience in systems analysis and programming of scientific or highly technical system applications on small to large scale computers (i.e., micro, mini, and mainframe). Experience in the design and programming of complex ADP systems and directing other systems analysts. Possesses good communication and presentation skills (oral and written).

General Education:

A Bachelor's degree with 6 years. With no degree, 10 to 12 years.

G 22 Engineer, Principal Lead

Functional Responsibilities:

The Principal Engineer Lead has minimum ten years of advanced analytical design, planning, implementation and organizational experience with extremely complex systems and projects having multiple facets.



Experience must include: evaluating, developing and implementing system engineering processes and procedures, project personnel, requirement analyses to define applicability in the system design and engineering approaches and quantifying system capabilities and limitations in terms of total life cycle system support.

General Education:

Master's degree in Computer Science, Information Systems, Engineering, or other related scientific or technical disciplines with 5 to 7 years of directly related experience. A Bachelor's degree with 10 years. With no degree, 15 years.

G 23 Functional Analyst, Principal

Functional Responsibilities:

The Function Analyst, Principal is generally responsible for establishing and arraying the information and functional requirements of a specific project. Performs and/or coordinates the systems analysis (infrastructure, engineering, legacy systems integration, and applications development) necessary to evaluate compatibility and suitability of planned solutions with existing organizational architectures and directed standards, procedures, business practices, and methodologies. Works to design, schedule, and deploy complex infrastructures and applications within a multi-protocol environment based upon appropriate industry practices and standards. Receives, analyzes, and translates client requirements into integrated infrastructure solution strategies. The individual coordinates closely with senior program and project management specialist and with senior customer specialist. The employee may provide direct supervision of subordinate analysts, engineers, and applications developers. Experience includes using proven techniques, i.e., Joint Application Design, Lean/Six Sigma Rapid Improvement events to incorporate functional requirements into new or existing programs.

General Experience:

The Functional Analyst, Principal shall demonstrate at least ten (10) years experience, of which at least five (5) years must be specialized. General experience may include responsibilities in system engineering, applications design and development, and infrastructure administration, configuration, and support. Possesses superior communication and presentation skills (oral and written).

General Education:

Bachelor degree in Computer Science, Information Engineering, or related study with 7 to 9 years. A Master's degree with 5 to 7 years. With no degree, 12 to 15 years.

G 26 Hardware Technician, Senior

Functional Responsibilities:

Hardware Technician performs maintenance related to the design, development, and implementation of hardware products. Responsibilities include:

- Work with network, video, servers, workstations, and peripheral hardware and related software.
- Develops test strategies, devices, and systems.
- Performs stress and performance tests on a variety of computer hardware including circuit boards, processors and wiring.

General Experience:

At least two years of experience in the maintenance of maintaining network, video, servers, workstations, and peripheral hardware and related software is required. The individual should have demonstrated strong problem solving skills

General Education:

With no degree, 3 to 4 years of experience. Bachelor's degree not required. Continuing training and awarded certificates from technical vocational center desirable. Bachelor's degree in Computer Science and/or Engineering can be substituted for actual experience..

G 27 Hardware Technician, Lead

Functional Responsibilities:

Hardware Technician performs maintenance related to the design, development, and implementation of hardware products. Responsibilities include:

- Functioning as a team lead to subordinates.
- Takes on assignments and directs completion of those projects.
- Work with complex network and system components.
- Develops test strategies, devices, and systems.
- Performs stress and performance tests on a variety of computer hardware including circuit boards, processors and wiring.

General Experience:

At least three years of experience in the maintenance and problem resolutions of IT equipment and components. The individual should have demonstrated strong problem solving skills

General Education:

With no degree, 5 to 6 years of experience. Bachelor's degree not required. Continuing training and awarded certificates from technical vocational center desirable. Bachelor's degree in Computer Science and/or Engineering can be substituted for actual experience.

G 29 Help Desk Specialist**Functional Responsibilities:**

Responsible for manning a “Help Desk” providing client services to the user community and project management. The individual must demonstrate a clear understanding of the type of help to be given, its objectives, quality standards and end results. Must be goal oriented, action-focused, and self-disciplined. Should observe the general Help Desk operation and make suggestion that will improve the type of help the project is designed to provide. Ensure all information, supplies, equipment and materials are available for help to proceed unimpeded. Be responsive to client calls. Have good communication skills and comfortable interacting at all levels. Provide help within applicable standards, guidelines or other standard requirements. Report frequency of incidents, develop exception reporting, and document any significant delays.

General Experience:

At least two (2) years relevant to practical project management experience is required.

General Education:

Relevant training in project management, tools and techniques and /or the technology of the work. With no degree, 2 to 3 years experience. Bachelor’s degree [Information Technology or Business Systems] is desirable.

G 30 Help Desk Specialist, Senior**Functional Responsibilities:**

The individual has become competent in most phases of an operation. Is a source for problem solving support. Responsible for manning a “Help Desk” providing client services to the user community and project management. The individual must demonstrate a clear understanding of the type of help to be given, its objectives, quality standards and end results. Must be goal oriented, action-focused, and self-disciplined. Should observe the general Help Desk operation and make suggestion that will improve the type of help the project is designed to provide. Ensure all information, supplies, equipment and materials are available for help to proceed unimpeded. Be responsive to client calls. Have good communication skills and comfortable interacting at all levels. Provide help within applicable standards, guidelines or other standard requirements. Report frequency of incidents, develop exception reporting, and document any significant delays.

General Experience:

At least three (3) years relevant to practical project management experience is required.

General Education:

Continued training in project management, tools and techniques and /or the technology of the work. With no degree, 3 to 4 years experience. Bachelor’s degree [Information Technology or Business Systems] is desirable.

G 31 Help Desk Specialist, Lead

Functional Responsibilities:

The individual has become well versed and equipped with IT based knowledge to support a wide variety of Help Desk inquiries and problem resolution issues. Is a source for problem solving support. Responsible for managing a Help Desk staff and provide client services to the user community and project management. Have good communication skills and comfortable interacting at all levels. Provide help within applicable standards, guidelines or other standard requirements. Report frequency of incidents, develop exception reporting, and document any significant delays.

General Experience:

At least four (4) years relevant to practical project management experience is required.

General Education:

Continued training in project management, tools and techniques and /or the technology of the work. With no degree, 4 to 5 years experience

G 32 Information Technology Specialist, Junior

Functional Responsibilities:

The Junior Information Technology Specialist is an entry level position but individual must have already demonstrated an aptitude for this technological field. The individual will assist the project team in providing technical guidance and support in the efficient application of Information Engineering (IE) techniques for client Specialist. The Information Technology Specialist shall provide technical guidance and direction in applying IE techniques, in the use of automated support tools, and in the review of products. The IT Specialist shall lead discussions and introduce and initiate project phases. The IT Specialist shall give technical guidance to project leaders, shall review progress and recommend redirection of effort, and shall critique project progress on a continuing basis.

Qualifications

- Experience: At least four (4) years of related experience. Two (2) years of specialized experience. The remainder may be any combination of specialized and/or general experience. A college degree can be substituted for actual experience.
- Specialized: Two (2) years of experience in performing systems analysis and design using IE techniques is desired. This effort includes performing in all phases of IE demonstrating an expanding knowledge of and experience in using IE automated support tools.
- General: Experience in information systems development which includes functional and data requirements analysis, systems analysis and design, program design, programming, the preparation of documentation, and report preparation and presentation.

General Education:

With no degree, 4 to 6 years. Bachelor degree in Computer Science or related study is desirable.

C 33 Information Technology Specialist

Functional Responsibilities:

The IT Specialist provides technical guidance and support in the efficient application of Information Engineering (IE) techniques for Client or Government Specialist. This may include support to Specialist during any project phase. The IT Specialist shall provide technical guidance and direction in applying IE techniques, in the use of automated support tools, and in the review of products. The IT Specialist shall lead discussions and introduce and initiate project phases. The IT Specialist shall give technical guidance to project leaders, shall review progress and recommend redirection of effort, and shall critique project progress on a continuing basis.

Qualifications

- Experience:** At least six (6) years of experience. Four (4) years of specialized experience. The remainder may be any combination of specialized and/or general experience. A college degree can be substituted for actual experience.
- Specialized:** Four (4) years of experience in performing systems analysis and design using IE techniques for administrative systems is desired. This includes performing in all phases of IE. This also includes a knowledge of and experience in using IE automated support tools.
- General:** Experience in information systems development which includes functional and data requirements analysis, systems analysis and design, program design, programming, the preparation of documentation, and report preparation and presentation.

General Education:

With no degree, 6 to 8 years. Bachelor degree in Computer Science, Information Engineering, or related study with 0 to 2 years.

G 34 Information Technology Specialist, Senior

Functional Responsibilities:

The Senior IT Specialist provides direct technical guidance and support to client Specialist during the following phases of Information Engineering projects:

Distribution Analysis	Information System Development	Program Specification Synthesis
Physical Database Design	Conversion and Implementation	Business Process Engineering

Qualifications

- Experience:** At least eight (8) years of experience. A minimum of six (6) years of specialized experience. The remainder may be any combination of general and/or specialized

- experience. A college degree can be substituted for actual experience.
- Specialized: Six (6) years of experience in performing functional and data requirements analysis, and system and program design using fourth generation languages, data communications, relational databases, and application generators. This experience should include a minimum of three (3) years using the IE techniques associated with the applicable IE phases, specifically in support of administrative systems. The ITSS should have experience using IE automated support tools.
- General: Experience in information systems development, including functional and data requirements analysis, systems analysis and design, program design, programming, the preparation of documentation, and report preparation and presentation.

General Education:

Bachelor degree in Computer Science, Information Engineering, or related study with 2 to 4 years.. A Master degree with 0 to 2 years. With no degree, 8 to 10 years.

G/C 35 Information Technology Specialist, Lead

Functional Responsibilities:

The IT Specialist provides lead technical guidance and support to client Specialist during the following phases of Information Engineering projects: Distribution Analysis, Information System Development, Program Specification Synthesis, Physical Database Design, Conversion and Implementation, and Business Process Engineering.

Qualifications

- Experience: At least ten (10)) years of experience. A minimum of eight (8) years of specialized experience. The remainder may be any combination of general and/or specialized experience. A college degree can be substituted for actual experience.
- Specialized: Eight (8) years of experience in performing functional and data requirements analysis, and system and program design using fourth generation languages, data communications, relational databases, and application generators. This experience should include a minimum of five (5) years using the IE techniques associated with the applicable IE phases.
- General: Experience in information systems development, including functional and data requirements analysis, systems analysis and design, program design, programming, the preparation of documentation, and report preparation and presentation.

General Education:

Bachelor degree in Computer Science, Information Engineering, or related study with 5 to 7 years. A Master degree with 3 to 5 years. With no degree, 10 to 12 years.

G/C 36 Network Administrator, Senior

Functional Responsibilities:

A Senior Network Administrator provides web server and system administration support. This includes troubleshooting, and support of enterprise systems and external support. Supervise and manage the daily activities of configuration and operation of business systems which may be mainframe, mini, or client/server based. Optimize system operation and resource utilization, and perform system capacity analysis and planning. Provide assistance to users in accessing and using business systems. Key responsibilities include:

- System Engineering and Application Support.
- Configuration and management (hardware and software); traffic analysis; hardware/software evaluation and implementation; and server and application system software maintenance.
- Administration of servers and software associated with administration and maintenance of web servers.
- Operating Systems Management.
- Applies network engineering principles to investigate, analyze, plan, design, develop, implement, and test network systems.
- Applies network engineering experience to perform functions such as network integration, configuration management, quality assurance testing, or acquisition and resource management.

General Experience:

The individual has at least seven (7) years of experience in administering computer systems and operations on a large-scale computer system or a multi-server networks.

General Education:

Bachelor's Degree and 7 years of directly relevant experience.

G 37 Network Engineer, Junior

Functional Responsibilities:

A Junior Network Engineer assists in the administration, troubleshooting, and support of LAN operating systems, servers, and its applications. Responsibilities include:

- Assist in applying network engineering principles to investigate, analyze, plan, design, develop, implement, and test network systems.
- Assist in reviews and preparations of network engineering and technical analyses, reports, change proposals, and other technical documentation.
- Applies network engineering experience to perform functions such as network integration, configuration management, quality assurance testing, or acquisition and resource management.
- Analyzes, designs, develops, implements, tests, or evaluates automated data processing software related to engineering or functional requirements of information systems and associated support systems.

General Experience:

At least six (6) years of experience in the computer science and network configurations. A college degree can be used to substitute for actual experience.

General Education:

Bachelor's Degree in engineering, development, and administration of LAN operating systems, servers, and applications and 0 to 2 years of directly relevant experience. With no degree, 6 years experience.

G 38 Network Engineer**Functional Responsibilities:**

A Network Engineer performs administration, troubleshooting, and support of LAN operating systems, servers, and its applications. Responsibilities include:

- Applies network engineering principles to investigate, analyze, plan, design, develop, implement, and test network systems.
- Reviews and prepares network engineering and technical analyses, reports, change proposals, and other technical documentation.
- Applies network engineering experience to perform functions such as network integration, configuration management, quality assurance testing, or acquisition and resource management.
- Analyzes, designs, develops, implements, tests, or evaluates automated data processing software related to engineering or functional requirements of information systems and associated support systems.

General Experience:

At least eight (8) years of experience in the computer science and network configurations. A college degree can be used to substitute for actual experience.

General Education:

Bachelor's Degree in engineering, development, and administration of LAN operating systems, servers, and applications and 2 to 4 years of directly relevant experience. Master's Degree and 0 to 2 years of directly relevant experience. With no degree, 8 years experience.

G 39 Network Engineer, Lead**Functional Responsibilities:**

A Lead Network Engineer performs lead responsibility of specific network engineering projects. Directs the administration, troubleshooting, and support of LAN operating systems, servers, and its applications. Responsibilities include:

- Applies network engineering principles to investigate, analyze, plan, design, develop, implement, and test network systems.
- Reviews and prepares network engineering and technical analyses, reports, change proposals, and other technical documentation.
- Applies network engineering experience to perform functions such as network integration, configuration management, quality assurance testing, or acquisition and resource management.
- Analyzes, designs, develops, implements, tests, or evaluates automated data processing software related to engineering or functional requirements of information systems and associated support systems.

General Experience:

At least fifteen (15) years of experience in the computer science and network configurations. A college degree can be used to substitute for actual experience.

General Education:

Bachelor's Degree in engineering, development, and administration of LAN operating systems, servers, and applications and 7 to 9 years of directly relevant experience. Master's Degree and 5 to 7 years of directly relevant experience.

G/C 42 Network Technician, Lead**Functional Responsibilities:**

Responsible for the installation, modification, testing and servicing on data communications network equipment. Provides connectivity and network support to all network, services, company, and customers. Performs analysis of software, hardware, and network systems for processors, multiplexes, LAN/WAN communications and various transmission systems. Responds to assignments involving the installation, repair, and maintenance of network equipment. Conducts analyses and prepares reports on design and evaluation of current and future network development.

General Experience:

At least four (4) years of relevant experience in network administration or maintenance experience.

General Education:

With no degree, an Associates degree or technical certificate is necessary and 5 to 6+ years experience. Bachelor's degree in computer science.

G/C 44 Program Manager – Level 1**Functional Responsibilities:**

Serves as the contractor's single contract manager, and shall be the contractor's authorized interface with the client procurement office, the contract-level technical representative, management personnel, and client representative. Incumbent is generally responsible for formulating and enforcing work standards, assigning contractor schedules, reviewing work discrepancies, supervising contractor personnel, and communicating policies, purposes, and goals of the organization to subordinates.

General Experience:

The Program Manager must possess at least seven (7) years in general experience, of which at least five (5) years must be specialized. Specialized experience includes three (3) years of project development from inception to deployment, expertise in the management and control of funds and resources using complex reporting mechanisms, demonstrated capability in managing multi-task contracts and/or subcontracts or various types and complexity. General experience includes increasing responsibilities in information systems design and/or management.

General Education:

A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline and 7 to 9 years of experience. A Master's degree with 5 to 7 years.

C 46 Program Manager, Lead**Functional Responsibilities:**

Directs all activities of one or more major contracts, programs, projects, technologies, or clients, or directs all activities for a variety of different programs/clients which cross over/ involve two or more functional areas. Provides overall leadership for the business unit and ensures activities are managed in a cost-effective manner within budgetary guidelines. Leadership is consistent with, and supports the success, of the overall organization. Plans, develops and administers policies covering two or more functional areas. Establishes work policies and practices for business unit being directed. Oversees and approves selection, performance measurement and promotion or termination, or other personnel actions involving staff. Designs and sets measurement standards for the functional area(s) or contract(s).

General Experience:

A Lead Program Manager [Program Director] must demonstrate at least twelve (12) years of experience. Nine (9) years should be specialized experience. The remainder may be any combination of specialized and/or general experience. The Lead Program Manager [Program Director] must have been involved in supervision and management of administrative/scientific system software development projects with ten (10) or more people. A minimum of four (4) years of the nine (9) years should include managing large, complex software development projects, including at least thirty (30) employees, in subordinate groups. Nine (9) years of progressively more difficult software development and ADP experience is desired.

General Education:

Generally requires a Masters degree in Computer Science, Information Systems, Engineering, Business, or other related discipline with 9 to 11 years of experience. A Ph.D. degree with 7 to 9 years. A Bachelor's degree with 12 to 15 years.

G 47 Program Manager, Group**Functional Responsibilities:**

Directs all activities of one or more major contracts, programs, projects, technologies, or clients, or directs all activities for a variety of different programs/clients which cross over/ involve two or more functional areas. Provides overall leadership for the business unit and ensures activities are managed in a cost-effective manner within budgetary guidelines. Leadership is consistent with, and supports the success, of the overall organization. Plans, develops and administers policies covering two or more functional areas. Establishes work policies and practices for business unit being directed. Oversees and approves selection, performance measurement and promotion or termination, or other personnel actions involving staff. Designs and sets measurement standards for the functional area(s) or contract(s).

General Experience:

A Group Program Manager [Program Director] must demonstrate more than twelve (12) years of experience. Ten (10) years should be specialized experience. The remainder may be any combination of specialized and/or general experience. The Group Program Manager [Program Director] must have been involved in supervision and management of administrative/scientific system software development projects with ten (10) or more people. A minimum of five (5) years of the ten (10) years should include managing large, complex software development projects, including at least thirty (30) employees, in subordinate groups. Ten (10) years of progressively more difficult information technology development and design experience is desired.

General Education:

Generally requires a Masters degree in Computer Science, Information Systems, Engineering, Business, or other related discipline with 12+ years of experience. A Ph.D. degree with 10+ years. A Bachelor's degree with over 16 years of experience.

G/C 48 Programmer, Junior**Functional Responsibilities:**

The Junior Programmer develops, tests, and documents simple computer programs. Under close supervision, the Junior Programmer develops diagrams, logic flowcharts, and coding structures to solve relatively simple problems and makes minor changes in established programs to adapt them to new requirements. An individual who is capable, under general supervision, of analyzing and defining system requirements and of developing programs for automatic data processing. Must translate the details into a program of coded instructions used by the computer. Individual tests, checks, debugs, revise and refines the computer program as required, producing the product required by the written specifications. Additionally, the Junior Programmer documents all procedures used throughout the program to allow the program to be run as a part of the system by operating computer Specialist, and provides complete system documentation to enable a subsequent programmer to make changes as may be required. The Junior Programmer must be able to revise existing programs to make refinements, reduce operating time or improve present techniques.

Qualifications

- Experience: At least two (2) years of experience is desired for this position. One (1) year should be specialized experience. The remainder may be any combination of specialized and/or general experience.
- Specialized: One (1) year programming experience using a structured programming language such as C, or Visual Basic is desired.
- General: Experience in programming and related tasks at progressively increasing levels of responsibility is desired.

General Education:

A Bachelors degree in Computer Science or related study with 0 to 2 years experience in an IT environment. With no degree, 6 to 8 years.

G/C 49 Programmer

Functional Responsibilities:

The Programmer develops, tests, and documents simple computer programs. Under close supervision, the Programmer develops diagrams, logic flowcharts, and coding structures to solve relatively simple problems and makes minor changes in established programs to adapt them to new requirements. The Programmer conducts detailed analysis, studies all system requirements and develops all levels of block diagrams and logic flow charts. Must translate the details into a program of coded instructions used by the computer. Individual tests, checks, debugs, revises and refines the computer program as required, producing the product required by the written specifications. Additionally, the Programmer documents all procedures used throughout the program to allow the program to be run as a part of the system by operating computer Specialist, and provides complete system documentation to enable a subsequent programmer to make changes as may be required. The Programmer must be able to revise existing programs to make refinements, reduce operating time or improve present techniques.

Qualifications

- Experience: A total of four (4) years of experience is desired for this position. Two (2) year should be specialized experience. The remainder may be any combination of specialized and/or general experience.
- Specialized: Two (2) year programming experience using a structured programming language such as C, or Visual Basic is desired.
- General: Experience in programming and related tasks at progressively increasing levels of responsibility is desired.

General Education:

A Bachelors degree in Computer Science or related study with 2 to 4 years of related IT experiences. A Master's degree with 0 to 2 years. With no degree, 8 to 10 years.

C 50 Programmer, Senior

Functional Responsibilities:

As an expert programmer, the Senior Programmer independently develops, modifies, and maintains complex programs which produce several interrelated but different products; programs use data from diverse sources and have multiple users; tests, documents, and writes operating instructions for all work; may perform programming analysis such as investigating the feasibility of developing alternate programs, assisting users with defining needs, or participating on a team to work on large and complicated programs. The Senior Programmer may function as team leader of a few lower level programmers or technicians whose completed work is reviewed by the Senior Programmer for timeliness, compatibility with other work, and effectiveness in meeting requirements.

Qualifications

- Experience: Seven (7) years of related IT experience is desirable. Five (5) years specialized experience. The remainder may be any combination of specialized and/or general experience.
- Specialized: Five (5) years of high level programming experience in the development of administrative system applications or use of C in development of scientific system applications. Four (4) years of independent programming, including the responsibility for software development projects. One (1) year of programming team leadership or supervision over three (3) or more programmers on significant

General: systems and/or software development projects.
Experience in complex programming at progressively increasing levels of responsibility.

General Education:

A Bachelors degree in Computer Science or related study with 5 to 7 years of related IT experiences. A Master's degree with 3 to 5 years. With no degree, 10 to 12 years.

G/C 51 Programmer, Lead

Functional Responsibilities:

This individual leads a group of programmers on IT development projects. As an expert programmer, the Lead Programmer independently develops, modifies, and maintains complex programs which produce several interrelated but different products; programs use data from diverse sources and have multiple users; tests, documents, and writes operating instructions for all work; may perform programming analysis such as investigating the feasibility of developing alternate programs, assisting users with defining needs, or participating on a team to work on large and complicated programs. The Lead Programmer may function as team leader over a wide range of programmers or technicians. Working with other senior programmers, check project performance for timeliness, compatibility with other work, and effectiveness in meeting requirements.

Qualifications

- Experience: Nine (9) years of related IT experience is desirable. Seven (7) years specialized experience. The remainder may be any combination of specialized and/or general experience.
- Specialized: Seven (7) years of high level programming experience in the development of administrative system applications or use of C in development of scientific system applications. Five (5) years of independent programming, including the responsibility for software development projects. Three (3) years of programming team leadership or supervision over three (3) or more programmers on significant systems and/or software development projects.
- General: Experience in complex programming at progressively increasing levels of responsibility.

General Education:

A Bachelor's degree in Computer Science or related study with 7 to 9 years of related IT experiences. A Master's degree with 5 to 7 years. With no degree, 12 to 15 years.

G 52 Project Engineer, Junior

Functional Responsibilities:

The Project Engineer, Junior is an entry level position but assumes IT Project experience primarily as a team member to a workgroup. The individual works closely with other technical personnel and takes direction from the project manager. The projects are normally large scale information systems and address a wide range of topics in support of a successful implementation of open system architecture.

General Experience:

The Project Engineer, Junior shall demonstrate six (6) years of IT experience, of which at least one (1) year must be specialized. Specialized experience includes: leadership and management of subordinate technical personnel and management of project schedules. General experience can include technical engineering,

development, or related responsibilities. The remainder may be any combination of specialized and/or general experience. Must also have experience with the logical and physical functional, operational, and technical architectures of large and complex information systems, external communications, and local and wide area networks. Experience in working with multiple teams helping to set-up work planning, technical reviews, testing inspections, and quality assurance.

The individual has technical and engineering experience in systems analysis and programming of scientific or highly technical system applications on small to large scale computers (i.e., micro, mini, and mainframe).

General Education:

A Bachelor's degree in Computer Science, Information Systems, Engineering, or other related scientific or technical disciplines and 0 to 2 years of experience With no degree, 6 to 8 years of directly related

G 53 Project Engineer

Functional Responsibilities:

The Project Engineer works with the Project Manager on large scale information systems and addresses a wide range of topics in support of a successful implementation of open system architecture. The individual becomes involved in communication or software problems as required. Interfaces with systems analysts to provide problem resolutions; provides technical and administrative direction for personnel performing project development tasks, including the review of work products for correctness, adherence to the design concept, and to user standards.

General Experience:

The Project Engineer shall demonstrate at least two (2) years of specialized experience. Specialized experience includes: leadership and management of subordinate technical personnel and management of project schedules. General experience can include technical engineering, development, or related responsibilities. The remainder may be any combination of specialized and/or general experience. The Project Engineer has experience in developing large scale information systems in compliance with standards for open systems architectures. Specialized experience, which includes supervision of system analysts, use of structured analysis, design methodologies and design tools and techniques. Must also have experience with the logical and physical functional, operational, and technical architectures of large and complex information systems, external communications, and local and wide area networks.

Two (2) years of progressive software development experience. The individual has technical and engineering experience in systems analysis and programming of scientific or highly technical system applications on small to large scale computers (i.e., micro, mini, and mainframe). Experience in the design and programming of complex ADP systems and directing other systems analysts. Possesses good communication and presentation skills (oral and written).

General Education:

A Bachelor's degree with 2 to 4 years. With no degree, 8 years.

C 54 Project Engineer, Senior**Functional Responsibilities:**

The Project Engineer, Senior has a wide range of applicable knowledge of principles, theories, and concepts in large scale information systems and architectures. The individual works only under very general direction, independently determines and develops approaches to solutions. Results are reviewed upon completion for meeting objectives. Interfaces with systems analysts to provide problem resolutions; provides technical and administrative direction for personnel performing project development tasks, including the review of work products for correctness, adherence to the design concept, and to user standards. Coordinates with the Project Manager to ensure problem resolution and user satisfaction; makes recommendations, if needed, for approval of major system implementations.

General Experience:

Number of years of experience depends on academic achievements. In general the Project Engineer, Senior shall demonstrate at least ten (10) years of IT experience, of which at least five (5) years must be specialized. Specialized experience includes: leadership and management of subordinate technical personnel and management of project schedules. The remainder may be any combination of specialized and/or general experience. The Project Engineer, Senior has experience in developing large scale information systems in compliance with standards for open systems architectures. Specialized experience, which includes supervision of system analysts, use of structured analysis, design methodologies and design tools and techniques. Must also have experience with the logical and physical functional, operational, and technical architectures of large and complex information systems, external communications, and local and wide area networks. Experience in working with multiple teams helping to set-up work planning, technical reviews, testing inspections, and quality assurance.

Five (5) years of progressive software development experience. The individual has technical and engineering experience in systems analysis and programming of scientific or highly technical system applications on small to large scale computers (i.e., micro, mini, and mainframe). Experience in the design and programming of complex ADP systems and directing other systems analysts. Possesses good communication and presentation skills (oral and written).

General Education:

Master's degree in Computer Science, Information Systems, Engineering, or other related scientific or technical disciplines with 3 to 5 years of directly related experience. A Bachelor's degree with 5 to 7 years. With no degree, 10 to 12 years.

G/C 55 Project Engineer, Lead**Functional Responsibilities:**

The Project Engineer, Lead has extensive expertise as a generalist or specialist. The individual is an emerging authority in large scale information system implementation. The individual work is performed without appreciable direction. Has latitude in determining technical objectives of assignment. Interfaces with systems analysts to provide problem resolutions; provides technical and administrative direction for personnel performing project development tasks, including the review of work products for correctness, adherence to the design concept, and to user standards. Coordinates with the Project Manager to ensure problem resolution and user satisfaction; makes recommendations, if needed, for approval of major system implementations.

General Experience:

Number of years of experience depends on academic achievements. In general, the Project Engineer, Lead shall demonstrate at least seven (7) years of IT experience, of which at least four (4) years must be specialized. Specialized experience includes: leadership and management of subordinate technical personnel and management of project schedules. The remainder may be any combination of specialized and/or general experience. The Project Engineer, Lead has experience in developing large scale information systems in compliance with standards for open systems architectures. Specialized experience, which includes supervision of system analysts, use of structured analysis, design methodologies and design tools and techniques. Must also have experience with the logical and physical functional, operational, and technical architectures of large and complex information systems, external communications, and local and wide area networks. Experience in working with multiple teams helping to set-up work planning, technical reviews, testing inspections, and quality assurance.

Seven (7) years of progressive software development experience. The individual has technical and engineering experience in systems analysis and programming of scientific or highly technical system applications on small to large scale computers (i.e., micro, mini, and mainframe). Experience in the design and programming of complex ADP systems and directing other systems analysts. Possesses good communication and presentation skills (oral and written).

General Education:

A Bachelor's degree with 7 to 9 years. With no degree, 12 to 15 years.

G 56 Project Manager, Junior**Functional Responsibilities:**

The Project Manager, Junior is an entry position but requires actual project experience working with a task force on a specific assignment. The individual will assist in insuring that assigned deliverables meet or exceed client expectations. Assist others in planning and overseeing technical project tasks. Operates under the guidance of senior program/project management to ensure projects, tasks and task components are completed in a timely, appropriate, and professional manner. Assists in the development and maintenance of timelines and budgets.

General Experience:

The Project Manager, Junior shall demonstrate at least four (4) years of related IT or academic experience, of which at least two (2) years must be specialized. General experience can include technical engineering, development, or related responsibilities.

**General Education:**

A Bachelor's degree in Computer Science and /or Information Management with 2 to 4 years of related experience. A Master's degree with 0 to 2 years. With no degree, 8 to 10 years.

G/C 57 Project Manager, Senior**Functional Responsibilities:**

The Senior Project Manager directs all activities for one or more significant contracts, programs, projects, technologies, clients or functional areas. Employee provides overall management and leadership for operational units. Individual establishes marketing and customer relation policies, with both internal and external customers, to ensure overall project or functional area success. Ensures contracts are managed in a cost-effective manner. Establish work policies and practices for business unit. Select, evaluate, promote and/or terminate staff. The manager maintains responsibility for all personnel actions within span of management. Designs and established measurement standards for the functional area or contract. Manages professional and support staff.

General Experience:

The incumbent shall demonstrate at least seven (7) years of IT or academic experience, of which at least five (5) years must be specialized. Specialized experience includes: leadership and management of subordinate technical personnel and management of project schedules and budgets. General experience includes project design and development responsibilities. Possesses superior communication and presentation skills (oral and written).

General Education:

A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline and 7 to 9 years of related experience. A Master's degree with 5 to 7 years.

C 58 Project Manager, Lead**Functional Responsibilities:**

The Lead Project/Group Manager consults with the Client's Procurement Officer [or Government's Contracting Officer] or the Contracting Officer's Technical Representative (COTR) directly and also consults users to minimize costs and maximize efficiency in achieving the stated requirements. The Project/Group Manager plans, organizes, and controls the overall activities of the project, i.e., project management, configuration management, technical work, quality of work, schedule, and costs associated with various Delivery Orders issued under the contract. The Project/Group Manager ensures that all activities conform to the terms and conditions of the contract and task ordering procedures. As a team or project leader, the Project/Group Manager provides technical direction for the team/project's complete systems development effort from requirements analysis, feasibility studies to post-implementation evaluation; may serve as the technical authority for a design area; may direct systems analysts, programmers and other technical personnel on assigned work; acts as a liaison between the COTR, the Contracting Officer, and the Program Manager; coordinates activities and seeks resolution of contractual and technical problems while working with the Contracting Officer and the COTR.

General Experience:

The Lead Project/Group Manager must possess at least ten (10) years in progressively challenging IT experiences with supervision of administrative and/or scientific system software development and/or maintenance projects involving five (5) or more employees. A minimum of three (3) years of the seven (7) years should include supervising software development projects, including at least twenty (20) employees.

Seven (7) years of progressive software development experience. The remainder may be any combination of specialized and/or general experience.

General Education:

A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline and 10 to 12 years of experience. A Master's degree with 7 to 9 years.

G 59 Research Analyst, Junior

Functional Responsibilities:

- The Junior Research Analyst assists in data gathering, research, and collecting project information. Has training in:
- Research methods and procedures,
- Locating, understanding, and reconciling various data files and sources, and
- Establishing data standardization procedures.
- Experience in constructing data models and processes are desirable.

General Experience:

At least three (3) years in the general Information Technology field is required. At least one (1) year experience in data gathering research is desirable.

General Education:

If individual has no college degree, then 3 to 4 years of experience is necessary. College level course work is desirable. The field of study would be Computer Science, Electrical Engineering, Mathematics or related disciplines.

G 60 Research Analyst

Functional Responsibilities:

The Research Analyst must demonstrate experience in data gathering, research, and analysis to collect sufficient information to develop a detailed data base design. The individual must possess knowledge of research methods and constructing data models. The incumbent must have experience in locating, understanding, and reconciling various data files and sources and establishing data standardization procedures. Individual may be responsible for the Senior Research Analyst's duties in his/her absence.

General Experience:

At least four (4) years of experience is desired for this position. Two (2) years of data gathering research at major accounts. Hands-on activity. Two (2) years of progressive experience in projects requiring mathematical techniques as it applies to the field of Information Technology.

General Education:

If individual has no college degree, then 4 to 5 years of related IT experience is necessary. College level course work is desirable. The field of study would be Computer Science, Electrical Engineering, Mathematics or related disciplines.

G 61 Research Analyst, Lead

Functional Responsibilities:

A Senior Research Analyst performs basic research to support management, internal and external organizations, and business improvement efforts. Responsibilities include:

- Analyze shipping information in support of project.
- Prepares formatted messages and produces customized reports for customers.
- Compiles data, develops trend information and prepares data and documentation for presentation.
- Gathers, analyzes and composes statistical information.
- Interprets information and prepares reports according to database standards.
- Provides quality control and validation of input data to an application database to ensure database integrity and accuracy

General Experience:

At least six (6) years of experience is desired for this position. A minimum of four (4) years of this experience should be specialized. The individual has been active in previous projects using intelligence collection and research analysis. The remainder may be any combination of specialized and/or general experience. Three (3) years of progressive experience in projects requiring mathematical techniques as it applies to the field of Information Technology

General Education:

If individual has no college degree, then 8 to 10 years of related IT experience is necessary. A Bachelor's degree in Computer Science, Electrical Engineering, Mathematics or related disciplines plus 2 to 4 years of experience in data gathering and intelligence analysis techniques. A Master's with 0 to 2 years.

C 62 Software Engineer, Junior

Functional Responsibilities:

A Junior Software Engineer is an entry level position but experience in software development projects is a requirement. The individual must demonstrate a propensity towards software development projects and concepts. A growing awareness of such activities as software requirements analysis, top-down design and structured analysis is a factor in accepting individual for the position.

General Experience:

The Junior Software Engineer must demonstrate at least one (1) year in software engineering projects.

General Education:

A Bachelor of Science degree in a related field is required. With no degree, 6 to 8 years of experience, of which at least five (5) years are specialized.

G/C 63 Software Engineer

Functional Responsibilities:

A Software Engineer must have an excellent understanding of software development (i.e., software requirements analysis, top-down design, structured analysis). In addition, knowledge of DOD 2167A and/or DOD-STD-1703, software testing, software documentation per DoD-STD-1703, contract monitoring knowledge and contract acquisition knowledge is desirable.

General Experience:

The Software Engineer must demonstrate at least three (3) years in general technical or academic IT experience. Specialized experience, at least two (2) years in managing or performing software engineering activities. General experience includes increasing responsibilities in software engineering activities. Gaining competence in applicable standards.

General Education:

A Bachelor of Science degree in a related field is required with 2 to 4 years of specialized training or project assignments in related field. A Master's degree with 0 to 2 years of experience. With no degree, 8 to 10 years.

C 64 Software Engineer, Senior – Level 1

Functional Responsibilities:

Analyzes and studies complex system requirements. Designs software tools and subsystems to support software reuse and domain analyses and manages their implementation. Individual manages software development and support using formal specifications, data flow diagrams, and other accepted design techniques. Individual estimates software development costs and schedules. Reviews existing programs and assists in making refinements, reducing operating time, and improving current techniques. Supervises software configuration management.

General Experience:

The Senior Software Engineer must demonstrate five (5) years in general experience with at least three (3) years in managing or performing software engineering activities. General experience includes increasing responsibilities in software engineering activities. Knowledgeable of applicable standards.

General Education:

A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline with 5 to 7 years. A Master's degree with 3 to 5 years of experience.

G/C 65 Software Engineer, Lead**Functional Responsibilities:**

A Lead Software Engineer analyzes and studies complex system requirements. Designs software tools and subsystems to support software reuse and domain analyses and manages their implementation. Manages software development and support using formal specifications, data flow diagrams, and other accepted design techniques. Estimates software development costs and schedules. Reviews existing programs and assists in making refinements, reducing operating time, and improving current techniques. Supervises software configuration management.

General Experience:

The Lead Software Engineer must demonstrate seven (5) years in general experience with at least five (3) years in managing or performing software engineering activities. General experience includes increasing responsibilities in software engineering activities. Knowledgeable of applicable standards.

General Education:

Generally requires a Master's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline with 5 years of experience. A Bachelor's degree with 7 years.

G 66 Software Engineer, Principal**Functional Responsibilities:**

A Principal Software Engineer Performs complex program development using standard and specialized languages to create special purpose software, modify existing programs, and enhance system efficiency and integrity. Translates detailed designs into software, tests, debugs and refines software packages. Manages software development teams in modular development of complex applications.

Designs software tools and subsystems to support software reuse and domain analyses and manages their implementation. Manages software development and support using formal specifications, data flow diagrams, and other accepted design techniques. Estimates software development costs and schedules. Reviews existing programs and assists in making refinements, reducing operating time, and improving current techniques. Supervises software configuration management.

General Experience:

The Principal Software Engineer must demonstrate seven (7) to eight (8) years in general experience with at least eight (8) years in managing or performing software engineering activities. General experience includes increasing responsibilities in software engineering activities. Knowledgeable of applicable standards.

General Education:

A Bachelor's degree with 7 to 8 years.

G 67 Software Web Developer, Principal**Functional Responsibilities:**

A WEB Developer Principal provides engineering and technical resources to perform a broad assortment of system engineering and support functions. Shall provide direct support services for overall and complete operation and maintenance of the software and its networks hardware and software to include but not be limited to administrative support functions, help desk functions, Information Assurance (IA) support requirements, database administration, including, installation of product upgrades, operational support, and configuration and maintenance of standby databases located at the disaster recovery site. The contractor must



demonstrate an in-depth knowledge of and experience of the following; Oracle Single Sign On, Oracle OID, Oracle Dataguard, XML, and SOAP

General Experience:

At least seven (10) years of general WEB Interface and Software Engineer experience. The individual should have strong technical, communications and programming skills with the ability to work with clients. Prior experience with ASP, VB, JavaScript and databases (SQL) is required.

General Education:

Bachelors degree in computer science or have equivalent experience and 10 years experience in a web development environment. Master's Degree in computer science or have equivalent experience and 5 to 7 years experience in a web development environment. With no degree, 12 to 15 years.

G 73 Support Specialist, Junior

Functional Responsibilities:

The Junior Support Specialist [Project Administrator Facilitator, Junior] works under direct supervision with the Project Manager. Is familiar or is trained in Fulcrum's policies and procedures. Not necessarily a highly technical individual. (S)he can expedite administrative tasks for the project. Individual appears to have an aptitude for dynamic group management and technical projects.

Qualifications

- Experience: A total of one (1) year experience. At least six months should be specialized experience. The remainder may be any combination of specialized and/or general experience.
- Specialized: Specialized experience in working with multiple teams helping to set-up work planning and project scheduling knows varying sources of information or procedures to facilitate the development and completion of the project.
- General: Shows the ability to contribute on IT projects with varying degrees of complexity.

General Education:

High School Level plus some advanced training. Prefer a Bachelor's degree in Business Administration and/or Information Technology.

G 74 Support Specialist

Functional Responsibilities:

The Support Specialist [Project Administrator Facilitator] works under direct direction with the Project Manager. Knowledgeable in Fulcrum's policies and procedures and can work within client's project guidelines. Not necessarily a highly technical individual but acquiring skill sets to complement project's administrative and technical requirements. Individual can expedite administrative tasks for the project and becoming an expert in dynamic group management.

Qualifications

- Experience: At least two (2) years of experience. At least one (1) years should be specialized experience. The remainder may be any combination of specialized and/or general experience.
- Specialized: The Support Specialist must be highly responsible individual can interface with many different technical and administrative disciplines. Specialized experience in working with multiple teams helping to set-up work planning and project scheduling knows varying sources of information or procedures to facilitate the development and completion of the project.
- General: Two (2) years of progressive project activity in the complex information system arena.

General Education:

Bachelor's degree in Business Administration and/or Information Technology. A High School Level with progressive advanced IT and business training.

G 75 Support Specialist, Senior

Functional Responsibilities:

The Senior Support Specialist [Project Administrator Facilitator, Senior] works under general direction with the Program Director. The individual is knowledgeable in policies and procedures related to either the client or Fulcrum. Individual is an expert in dynamic group management and functional in assisting in technical and business activity. Plays major role in expedite workgroup tasks for the project.

Qualifications

- Experience: A total of three (3) years of experience. Two (2) years should be specialized experience. The remainder may be any combination of specialized and/or general experience.
- Specialized: The Senior Support Specialist must be highly responsible individual can interface with many different technical and administrative disciplines. Specialized experience in working with multiple teams helping to set-up work planning and project scheduling knows varying sources of information or procedures to facilitate the development and completion of the project.
- General: Three (3) years of progressive project activity in the complex information system arena.

General Education:

Bachelor's degree in Business Administration or Information Technology. Alternative, equivalent experience and special studies.

G/C 76 Support Specialist, Group

Functional Responsibilities:

The Group Support Specialist [Project Administrator Facilitator, Manager] works under general direction with the Program Director. The individual is capable of managing other personnel in the facilitation of the project and has become a source of knowledge on client's or Fulcrum's policies and procedures. (S)he leads dynamic workgroups to expedite administrative and management tasks for a multiple projects.

Qualifications

- | | |
|--------------|---|
| Experience: | The individual should have at least five (5) years of applicable experience. |
| Specialized: | The individual must be highly responsible individual can interface with many different technical and administrative disciplines. Specialized experience in working with multiple teams helping to set-up work planning and project scheduling knows varying sources of information or procedures to facilitate the development and completion of the project. |
| General: | At least four (4) years of progressive project activity in the complex information system arena. |

General Education:

Bachelor's degree in Business Administration or Information Technology. Alternative, equivalent experience and special studies.

G/C 77 System Administrator, Junior

Functional Responsibilities:

A Junior System Administrator assists in providing Web Server and System Administration support. Responsibilities include the assistance in:

- System engineering.
- Configuration and management (hardware and software); traffic analysis; hardware/software evaluation and implementation; and server and application system software maintenance.
- Administration of servers and software associated with administration and maintenance of web servers.
- Applications support.
- Support to operating systems.

General Experience:

The individual has at least one (1) year experience in administering computer systems and operations on a large-scale computer system or a multi-server local area network.

General Education:

Bachelor's degree [Computer Science, Information Systems, Engineering or Business] and 0 to 2 years of experience. With no degree, 6 to 8 years experience.

G 78 System Administrator

Functional Responsibilities:

A System Administrator provides Web Server and System Administration support. Directly supports the staff in the following activities:

- System Engineering.
- Configuration and management (hardware and software); traffic analysis; hardware/software evaluation and implementation; and server and application system software maintenance.
- Administration of servers and software associated with administration and maintenance of web servers.
- System Applications support.
- Operating Systems Management.

General Experience:

The individual has at least two (2) years of experience in administering computer systems and operations on a large-scale computer system or a multi-server local area network.

General Education:

Bachelor's degree [Computer Science, Information Systems, Engineering or Business] and 2 years of experience. With no degree, 7 years.

G/C 79 System Administrator, Senior

Functional Responsibilities:

A Senior System Administrator provides Web Server and System Administration support. Supervise and manage the daily activities of configuration and operation of business systems which may be mainframe, mini, or client/server based. Optimize system operation and resource utilization, and perform system capacity analysis and planning. Provide assistance to users in accessing and using business systems. Key responsibilities include:

- System Engineering.
- Configuration and management (hardware and software); traffic analysis; hardware/software evaluation and implementation; and server and application system software maintenance.
- Administration of servers and software associated with administration and maintenance of web servers.
- System Applications support.
- Operating Systems Management.

General Experience:

The individual has at least five (5) years of experience in administering computer systems and operations on a large-scale computer system or a multi-server local area network.

General Education:

Bachelor's degree [Computer Science, Information Systems, Engineering or Business] and 5 to 7 years of experience. A Master's degree and 3 to 5 years experience.

G/C 80 System Administrator, Lead**Functional Responsibilities:**

A Lead System Administrator provides overall direction to System Administration staff in support of specific client projects. The individual has extensive expertise as a specialist and is emerging as an authority in the field of Web and System Administration Support. Supervise and manage the daily activities of configuration and operation of business systems which may be mainframe, mini, or client/server based. Optimize system operation and resource utilization, and perform system capacity analysis and planning. Provide assistance to users in accessing and using business systems.

General Experience:

The individual has at least seven (7) years of experience in administrating computer systems and operations on a large-scale computer system or a multi-server local area network.

General Education:

Bachelor's degree [Computer Science, Information Systems, Engineering or Business] and 7 years of experience.

G 81 System Administrator, Manager**Functional Responsibilities:**

A System Administrator Manager is responsible for providing direction to System Administration staff in support of specific client projects. The individual has extensive expertise as a specialist and is emerging as an authority in the field of Web and System Administration Support. Supervise and manage the daily activities of configuration and operation of business systems which may be mainframe, mini, or client/server based. Optimize system operation and resource utilization, and perform system capacity analysis and planning. Provide assistance to users in accessing and using business systems.

General Experience:

The individual has at least seven (7) years of experience in administrating computer systems and operations on a large-scale computer system or a multi-server local area network.

General Education:

Bachelor's degree [Computer Science, Information Systems, Engineering or Business] and 7 years of experience.

G/C 82 System Developer, Junior**Functional Responsibilities:**

Develops detailed functional system requirements and specifications utilizing Business Process Reengineering and other structured methodologies to facilitate the introduction of business process automation. Evaluates existing architecture and business processes and weighs potential alternative strategies within selected area of expertise. Typically works under the general guidance of more senior project/engagement Specialist to assist in the examination, development, deployment, and measurement of systems and processes.

General Experience:

The incumbent shall demonstrate five years' experience, of which at least three (3) years must be specialized. Specialized experience includes responsibility for analysis, evaluation, and design within selected area of expertise. General experience includes responsibility for system engineering, administration, applications

development, and/or technical writing. The individual possesses superior communication and presentation skills (oral and written).

General Education:

Bachelor degree in Computer Science, Information Engineering, or related study with 5 to 7 years. A Master degree with 3 to 5 years. With no degree, 10 to 12 years.

G 83 System Developer

Functional Responsibilities:

Develops detailed functional requirements and specifications utilizing Business Process Reengineering and other structured methodologies to facilitate the introduction of business process automation. Evaluates existing architecture and business processes and weighs potential alternative strategies within selected area of expertise. Typically works under the general guidance of more senior project/engagement Specialist to assist in the examination, development, deployment, and measurement of systems and processes.

General Experience:

The incumbent shall demonstrate seven (7) years of experience, of which at least five (5) years must be specialized. Specialized experience includes responsibility for analysis, evaluation, and design within selected area of expertise. General experience includes responsibility for system engineering, administration, applications development, and/or technical writing. Possesses superior communication and presentation skills (oral and written).

General Education:

Bachelor degree in Computer Science, Information Engineering, or related study with 7 to 9 years.

A Master degree with 5 to 7 years. With no degree, 12 to 15 years.

G/C 84 System Engineer, Junior

Functional Responsibilities:

The Junior System Engineer is an entry level position with limited use and/or application of basic principles, theories, and concepts. The individual will assist in the installation and maintenance of system software and products. Assist in analysis and problem resolution associated with the system software; assists in testing new or reconfigured equipment, develops generalized or specialized systems and customized trouble shooting utilities; and, provides guidance to the user community on the availability and proper use of a variety of applications and equipment.

General Experience:

- Experience: At least two (2) years of general IT and/or academic experience.
- Specialized: One (1) year programming experience as a System/Software Engineer, or equivalent experience in operating system software.
- General: Should be able to demonstrate some experience in system programming.

General Education:

A Bachelor's degree and 0 to 2 years experience. With no degree, 6 to 8 years experience.

G 85 System Engineer**Functional Responsibilities:**

The System Engineer installs and maintains software and system products on enterpriser systems; analyzes and fixes problems associated with the system packages and forwards then to appropriate vendor for problem resolution. Assist in analysis and problem resolution associated with the system software; assists in testing new or reconfigured equipment, develops generalized or specialized systems and customized trouble shooting utilities; and, provides guidance to the user community on the availability and proper use of a variety of applications and equipment.

General Experience:

Experience: At least two (2) years of general IT and system experience.

Specialized: At least one (1) year of programming experience in system software design and application, or equivalent experience in operating systems software.

General: Shows progressively increasing levels of responsibility in the field.

General Education:

A Bachelor's degree and 2 to 4 years experience. Master's degree and 0 to 2 years experience. With no degree, 8 to 10 years experience.

G/C 86 System Engineer, Senior**Functional Responsibilities:**

The Senior System Engineer is responsible for systems programming functions dealing with the overall operating system or complex subsystems of the operating system; develops specifications for extremely complex systems activities; works at the highest technical level on all phases of system architecture controlling the enterprise system with considerable freedom to make decisions on the techniques to be used; prepares recommendations for system improvement for management and user consideration; acts as a consultant to the technical staff and user community; and, may guide lower level Specialist and other technical specialist on assigned work.

General Experience:

Experience: At least five (5) years' experience which includes three (3) years of specialized experience.

Specialized: Three (3) years programming experience as a System Software Engineer or equivalent experience in operating systems software.

General: Experience in systems programming at progressively increasing levels of responsibility.

General Education:

A Bachelor's degree and 5 to 7 years experience. Master's degree and 3 to 5 years experience. With no degree, 10 to 12 years.

G/C 87 System Engineer, Lead

Functional Responsibilities:

The Lead System Engineer has overall responsibility for systems programming functions dealing with the overall operating system or complex subsystems of the operating system; develops specifications for extremely complex systems activities; works at the highest technical level on all phases of Enterprise Architecture; controls the operating system with considerable freedom to make decisions on the techniques to be used; prepares recommendations for system improvement for management and user consideration; acts as a consultant to the technical staff and user community; and, may guide lower level specialist and other technical specialist on assigned work.

General Experience:

- Experience: At least seven (7) years' experience which includes five (5) years of specialized experience.
- Specialized: Five (5) years programming experience as a System Software Engineer or equivalent experience in operating systems software.
- General: Experience in systems programming at progressively increasing levels of responsibility.

General Education:

A Bachelor's degree and 7 to 9 years experience. Master's degree and 5 to 7 years experience.

G/C 88 Technical Specialist, Junior

Functional Responsibilities:

The Technical Specialist, Junior is an entry position but individual must have demonstrated skill sets appropriate for this activity. The individual will assist in providing technical and specialized guidance concerning enterprise solutions to complex information processing problems. Assist others in performing analyses and studies, testing, and acceptance phases; preparing reports and giving presentations to management.

General Experience:

This is an entry level position but individual should have at least six years of general IT field experience. A college degree can be substituted for actual experience.

General Education:

Bachelor's Degree and 0 to 2 years of experience. With no degree, some specialized knowledge with 6 to 8 years.

G/C 89 Technical Specialist

Functional Responsibilities:

The Technical Specialist provides highly technical and specialized guidance concerning enterprise solutions to complex information processing problems; shall be knowledgeable in state-of-the-art software/hardware solutions involving mini-, micro-, and mainframe computers, database management systems, software security, specialized software and databases, data communications equipment, and protocols. Performs analyses and studies, testing, and acceptance phases; prepares reports and gives presentations to upper management and formulates enterprise management policies; tasks may require enhancements of teleprocessing utility/software programs.

Qualifications

- Experience: A total of six (6) years of experience. A minimum of three (3) years of specialized experience. The remainder may be any combination of general and/or specialized experience.
- Specialized: Three (3) years of experience in numerous highly specialized enterprise disciplines involving a wide range of hardware/software solutions including procurement, Specialist, and property management applications. This experience should include concentrated experience in two of the following four disciplines: data communications analysis and design; database management systems; application, utility, and systems software; and software testing/quality assurance.
- General: At least one (1) year of progressive experience in systems analysis and programming.

General Education:

Bachelor's Degree and 2 to 4 years of experience. Master degree, 0 to 2 years. With no degree, some specialized knowledge with 8 to 10 years of experience.



G/C 90 Technical Specialist, Senior

Functional Responsibilities:

The Senior Technical Specialist provides highly technical and specialized guidance concerning enterprise solutions to complex information processing problems; shall be knowledgeable in state-of-the-art software/hardware solutions involving mini-, micro-, and mainframe computers, database management systems, software security, specialized software and databases, data communications equipment, and protocols. Performs analyses and studies, testing, and acceptance phases; prepares reports and gives presentations to upper management and formulates enterprise management policies; tasks may require enhancements of teleprocessing utility/software programs.

Qualifications

- Experience: At least eight (8) years of experience. A minimum of five (5) years of specialized experience. The remainder may be any combination of general and/or specialized experience.
- Specialized: Five (5) years of experience in numerous highly specialized enterprise disciplines involving a wide range of hardware/software solutions including procurement, Specialist, and property management applications. This experience should include concentrated experience in two of the following four disciplines: data communications analysis and design; database management systems; application, utility, and systems software; and software testing/quality assurance.
- General: A total of three (3) years of progressive experience in systems analysis and programming.

General Education:

Bachelor's Degree and 5 years of experience. With no degree, some specialized knowledge with 8 years of experience.

G/C 91 Technical Specialist, Lead**Functional Responsibilities:**

The Lead Technical Specialist manages major projects and provides highly technical and specialized guidance concerning enterprise solutions to complex information processing problems; shall be knowledgeable in state-of-the-art software/hardware solutions involving mini-, micro-, and mainframe computers, database management systems, software security, specialized software and databases, data communications equipment, and protocols. Performs analyses and studies, testing, and acceptance phases; prepares reports and gives presentations to upper management and formulates enterprise management policies; tasks may require enhancements of teleprocessing utility/software programs.

Qualifications

- Experience: At least twelve (12) years of experience. A minimum of seven (7) years of specialized experience. The remainder may be any combination of general and/or specialized experience.
- Specialized: Seven (7) years of experience in numerous highly specialized enterprise disciplines involving a wide range of hardware/software solutions including procurement, Specialist, and property management applications. This experience should include concentrated experience in two of the following four disciplines: data communications analysis and design; database management systems; application, utility, and systems software; and software testing/quality assurance.
- General: A total of five (5) years of progressive experience in systems analysis and programming.

General Education:

Bachelor's Degree and 7 years of experience. Master degree and 5 to 7 years. With no degree, some specialized knowledge with 10 years of experience.

G/C 92 Technical Writer, Junior**Functional Responsibilities:**

This is an entry level position but must have some Business/Information Technology working experience. Individual must have shown an ability to perform this specialty. The individual will assist others in developing, writing and editing material for reports, manuals, briefs, proposals, instruction books, catalogs, and related technical and administrative publications concerned with work methods and procedures, and installation, operation, and maintenance of machinery and other equipment. Under direct supervision, will observe production, developmental, and experimental activities to determine operating procedures and detail. Studies sketches, drawings, parts list, specifications, mockups, and product samples to integrate and delineate technology, operating procedure, and production sequence and detail. Organizes material and completes writing assignments according to set standards regarding order, clarity, conciseness, style, and terminology. Reviews published materials and recommend revisions or changes in scope, format, content, and methods of reproductions and binding. The Technical Writer, Junior supports information resources documentation in accordance with standards and specification provided by the client. The Technical Writer, Junior will assist in drafts and edits of material that will be used to present technical information to technical and non-technical Specialist; possesses good to excellent writing skills; should demonstrate a general knowledge in the Information Technology field; and be able to verbally communicate effectively.

Qualifications

- Experience: At least four (4) years of general business experience. A minimum of two (2)



years in the IT field.

Specialized: One (1) year of experience in preparing technical user documentation.

General: Experience in document management tasks as a technical writer.

General Education:

With no degree, 4 to 5 years of relevant business, technical and IT experience. A Bachelor's degree and specialized course work.

C 93 Technical Writer

Functional Responsibilities:

Develops, writes and edits material for reports, manuals, briefs, proposals, instruction books, catalogs, and related technical and administrative publications concerned with work methods and procedures, and installation, operation, and maintenance of machinery and other equipment. Receives assignment from supervisor. Reviews manufacturer's and trade catalogs, drawings, and other data relative to operation, maintenance, and service of equipment. Studies blueprints, sketches, drawings, parts list, specifications, mockups, and product samples to integrate and delineate technology, operating procedure, and production sequence and detail. Organizes material and completes writing assignments according to set standards regarding order, clarity, conciseness, style, and terminology. Reviews published materials and recommend revisions or changes in scope, format, content, and methods of reproductions and binding. May assist in laying out material for publication. May edit, standardize, or make changes to material prepared by other writers or plant Specialist. The Technical Writer prepares information resources documentation in accordance with standards and specification provided by the client. The Technical Writer drafts, writes, and edits material used to present technical information to technical and non-technical Specialist; possesses excellent writing skills; shall be knowledgeable of IT operations; and be able to verbally communicate effectively.

Qualifications

- Experience: At least five (5) years of experience. A minimum of three (3) years specialized experience. The remainder may be any combination of specialized and/or general experience.
- Specialized: Five (5) years of experience in preparing technical user documentation. At least two (2) years of this experience should have been gained by preparing information systems documentation.
- General: Experience as a Technical Writer Assistant, Document Management Assistant, or similar position.

General Education:

A Bachelor of Arts degree - some specialized courses - plus 0 to 2 years of equivalent business experience. With no degree, 5 to 6 years.

C 94 Training Specialist, Senior**Functional Responsibilities:**

Through consultation with senior customer and contractor Specialist, conducts research necessary to develop and implement training courses and materials, including functional course specifications; operational definitions, goals, and measures; course outlines, workbooks, and materials; training manuals and handouts; and critique criteria. Trains technical and end-user Specialist by conducting formal classroom courses, workshops, seminars and/or computer-based/computer aided training. Provides daily supervision and direction to staff as appropriate.

General Experience:

The incumbent shall demonstrate at least five (5) years general IT experience, of which at least three (3) years must be specialized. Specialized experience includes developing and providing technical and end-user training on computer hardware and application software. Possesses superior communication and presentation skills.

General Education:

A Bachelor's degree- plus 5 to 7 years of equivalent business experience. As Master's degree, 3 to 5 years. With no degree, 10 to 12 years.

C 95 Web Content Editor**Functional Responsibilities:**

Responsible for translating customer requirements and specifications into electronic graphic design solutions that reflect the desired look, feel, and functionality appropriate for the selected medium (including supporting brochures, publications, and other documentation, as appropriate). Combines understanding of the client's needs with superior knowledge of system capabilities to construct various interface and input/output layouts and designs for UML/SGML/HTML and related environments.

General Experience:

The incumbent shall demonstrate at least eight (8) years general graphics artist/illustrator experience and five (5) years IT/Web experience. Two (2) years additional experience may be substituted for each year of degree-level education.

General Education:

A Bachelor of Arts degree with emphasis in computer graphic arts, creative design, Internet technology and general computer science plus 3 to 5 years. A Master's Degree with 0 to 2 years. With no degree, 8 to 10 years

G 96 Web Content Editor, Senior**Functional Responsibilities:**

Working directly with the customer, the Senior Web Content Editor is responsible for guiding and assisting the customer in the development and execution of overall project vision and goals. Captures requirements, specifications and preferences and translates project vision into comprehensive electronic graphic design solutions providing the desired "look" and functionality. Combines in-depth understanding of the client's needs, system capabilities, and likely audience acceptance to propose and construct various interface and input/output layouts and designs.

General Experience:

The incumbent shall demonstrate at least ten (10) years general graphics artist/illustrator experience and seven (7) years IT/Web experience. Two (2) years additional experience may be substituted for each year of degree-level education.

General Education:

A Bachelor of Arts degree with emphasis in computer graphic arts, creative design, Internet technology and general computer science plus 5 to 7 years. A Master's Degree with 3 to 5 years. With no degree, 10 to 12 years

G 97 Web Developer, Junior**Functional Responsibilities:**

A Junior WEB Developer will be involved in all aspects of the software development lifecycle.

Responsibilities include:

- Various projects such as extending and integrating collaboration .
- Requirements analysis, researching and introducing new technologies, system architecture, and software development.
- Coding primarily in, ASP, VB.Net and C#.
- Assist in the design and development of Enterprise websites based on the organization's Internet strategies.

General Experience:

Two (2) years general WEB Interface experience and one (1) year experience as a System Software Engineer. The individual should have strong technical, communications and programming skills with the ability to work with clients. Prior experience with ASP, VB, JavaScript and databases (SQL) is required. Experience with .Net is preferred

General Education:

Bachelors degree in computer science and 0 to 2 years experience in a web development environment. With no degree, 6 to 8 years experience.

C 98 Web Developer

Functional Responsibilities:

A WEB Developer will be involved in all aspects of the software development lifecycle. Responsibilities include:

- Various projects such as extending and integrating collaboration .
- Requirements analysis, researching and introducing new technologies, system architecture, and software development.
- Coding primarily in, ASP, VB.Net and C#.

Designs and develops Enterprise websites based on the organization's Internet strategies and objectives. Proposes website strategies and creates action plans and applications to carry out strategies and accomplish objectives. Customizes Web-based interactive features, builds database gateways, and implements electronic commerce services. Typically requires a Computer Science or related degree, 2 or more years of experience with HTML and World Wide Web servers and browsers, technical knowledge of Windows and Unix systems administration, a working knowledge of database query languages, and development skills with authoring tools such as Backstage Designer and programming languages such as JAVA, CGI, PERL, Visual Basic, and C/C++.

General Experience:

At least four (4) years of general WEB Interface and Software Engineer experience. The individual should have strong technical, communications and programming skills with the ability to work with clients. Prior experience with ASP, VB, JavaScript and databases (SQL) is required.

General Education:

Bachelors degree in computer science or have equivalent experience and 2 to 4 years experience in a web development environment. Master's Degree in computer science or have equivalent experience and 0 to 2 years experience in a web development environment. With no degree, 8 to 10 years experience.

G 99 Web Developer, Senior

Functional Responsibilities:

A WEB Developer will be involved in all aspects of the software development lifecycle. Working with a web project team: assists in the research and design of components and subsystems of a project; assists in the planning and scheduling of component and subsystem level development; develops and implements components and subsystems under limited supervision of a project leader; conducts and documents module level testing; and conducts debugging and troubleshooting procedures under limited supervision of a project leader.

General Experience:

At least seven (7) years of general WEB Interface and Software Engineer experience. The individual should have strong technical, communications and programming skills with the ability to work with clients. Prior experience with ASP, VB, JavaScript and databases (SQL) is required.



General Education:

Bachelors degree in computer science or have equivalent experience and 5 to 7 years experience in a web development environment. Master's Degree in computer science or have equivalent experience and 3 to 5 years experience in a web development environment. With no degree, 10 to 12 years.

G 100 Web Developer, Lead

Functional Responsibilities:

A WEB Developer Lead will be involved in all aspects of the software development lifecycle. Working with a web project team: assists in the research and design of components and subsystems of a project; assists in the planning and scheduling of component and subsystem level development; develops and implements components and subsystems under limited supervision of a project leader; conducts and documents module level testing; and conducts debugging and troubleshooting procedures under limited supervision of a project leader.

General Experience:

At least seven (6) years of general WEB Interface and Software Engineer experience. The individual should have strong technical, communications and programming skills with the ability to work with clients. Prior experience with ASP, VB, JavaScript and databases (SQL) is required.

General Education:

Bachelors degree in computer science or have equivalent experience and 5 to 7 years experience in a web development environment. Master's Degree in computer science or have equivalent experience and 3 to 5 years experience in a web development environment. With no degree, 10 to 12 years.



WAGE DETERMINATION DETAIL

	FULCRUM LCAT TITLE	WAGE DETERMINATION CATEGORY	OCCUPATION CODE
Government Site Rates			
G1	Administrative Services, Junior	Secretary I	01311
G12	Computer Operator , Junior	Computer Operator II	14042
G13	Computer Security Specialist, Junior	Computer Systems Analyst II	14102
G16	Database Specialist, Junior	Computer Programmer III	14072
G26	Hardware Technician, Senior	Electronics Technician Maintenance III	23183
G27	Hardware Technician, Lead	Electronics Technician Maintenance III	23183
G29	Help Desk Specialist	Computer Operator II	14042
G30	Help Desk Specialist, Senior	Computer Operator III	14043
G31	Help Desk Specialist, Lead	Computer Operator IV	14044
G42	Network Technician, Lead	Electronics Technician Maintenance III	23183
G73	Support Specialist, Junior	Secretary I	01311
G74	Support Specialist	Secretary II	01312
G75	Support Specialist, Senior	Secretary III	01313
G76	Support Specialist, Group	Secretary III	01313
G92	Technical Writer, Junior	Technical Writer I	30461
Fulcrum Site Rates			
C2	Administrative Services, Lead	Secretary III	01313
C42	Network Technician, Lead	Electronics Technician Maintenance III	23183
C48	Programmer, Junior	Computer Programmer I	14071
C76	Support Specialist, Group	Secretary III	01313
C92	Technical Writer, Junior	Technical Writer I	30461

Wage Determination information reflects #05-2103 (Rev. -16) dated 7/14/2015 covering District of Columbia, Maryland and Virginia.

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

**TERMS AND CONDITIONS APPLICABLE TO
HEALTH INFORMATION TECHNOLOGY (IT)
SERVICES (SPECIAL ITEM NUMBER 132-56)**

Vendor suitability for offering services through the new Health IT SIN must be in accordance with the following laws and standards when applicable to the specific task orders, including but not limited to:

- Health Information Technology for Economic and Clinical Health Act of 2009 (HITECH)
- The Health Insurance Portability and Accountability Act of 1996 (HIPAA)
- National Institute of Standards and Technology (NIST) Federal Information Processing Standards (FIPS) and Special Publications
- Federal Information Security Management Act (FISMA) of 2002

******NOTE: All non-professional labor categories must be incidental to, and used solely to support Health IT services, and cannot be purchased separately.**

1. SCOPE

- a. The labor categories, prices, terms and conditions stated under Special Item Number 132-56 Health Information Technology Services apply exclusively to Health IT Services within the scope of this Information Technology Schedule.
- b. This SIN is limited to Health IT Services only. Software and hardware products are out of scope. Hardware and software can be acquired through different Special Item Numbers on IT Schedule 70 (e.g. 132-32, 132-33, 132-8).
- c. This SIN provides ordering activities with access to Health IT services.
- d. Health IT Services provided under this SIN shall comply with all Healthcare certifications and industry standards as applicable at the task order level.
- e. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. ORDER

- a. Agencies may use written orders, Electronic Data Interchange (EDI) orders, Blanket Purchase Agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall

continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.

b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

3. PERFORMANCE OF SERVICES

a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity. All Contracts will be fully funded.

b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.

c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.

d. Any Contractor travel required in the performance of Health IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts. All travel will be agreed upon with the client prior to the Contractor's travel.

4. INSPECTION OF SERVICES

In accordance with FAR 52.212-4 CONTRACT TERMS AND CONDITIONS--COMMERCIAL ITEMS (MAR 2009) (DEVIATION I - FEB 2007) for Firm-Fixed Price orders and FAR 52.212-4 CONTRACT TERMS AND CONDITIONS –COMMERCIAL ITEMS (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

5. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (Dec 2007) Rights in Data – General, may apply.



6. RESPONSIBILITIES OF THE ORDERING ACTIVITY

Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite Health IT Services.

7. INDEPENDENT CONTRACTOR

All Health IT Services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.

8. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

“Contractor” means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

“Contractor and its affiliates” and “Contractor or its affiliates” refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

An “Organizational conflict of interest” exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor’s or its affiliates’ objectivity in performing contract work.

b. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

9. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for Health IT Professional services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of



defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

10. RESUMES

Resumes shall be provided to the GSA Contracting Officer or the user ordering activity upon request.

11. INCIDENTAL SUPPORT COSTS

Incidental support costs are not considered part of the scope of this contract. The costs will be negotiated separately with the ordering activity in accordance with the guidelines set forth in the FAR.

12. APPROVAL OF SUBCONTRACTS

The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.

13. DESCRIPTION OF HEALTH IT SERVICES AND PRICING

LABOR CATEGORY DESCRIPTIONS – SIN 132-56

Commercial Job Title: Health Program Manager

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to direct multiple health-related IT systems development life cycle (SDLC) efforts such as: design, development, integration, testing, training, deployment, operation and/or maintenance. Must be capable of independently leading programs that involve the successful management of teams composed of data processing and other information management professionals who have been involved in analysis, design, integration, testing, documenting, converting, extending, and implementing automated information systems. Performs day-to-day management of overall contract support operations, possibly involving multiple projects and groups of personnel at multiple locations. Organizes, directs, and coordinates the planning and production of all contract support activities. Demonstrates written and oral communication skills. Ability and authority to establish and alter (as necessary) vendor management structure to direct effective contract support activities.

Minimum/General Experience: BA or BS and 10 years of experience in program management with 5 years specifically designated as a PgM on similar contracts in terms of size, complexity, and team composition and depth. An advanced degree may decrease years of experience in program management and years on a similar contract to 8 and 4 respectively. PGMP a plus.



Minimum Education: BA or BS

Applicable Training: 10 years of experience in program management with 5 years specifically designated as a PgM.

Commercial Job Title: Health Project Manager

Functional Responsibility Capabilities/Duties: Demonstrated experience and ability to oversee and orchestrate health-related IT systems development life cycle (SDLC) efforts such as: design, development, integration, testing, training, deployment, operation and/or maintenance. Performs day-to-day management of assigned delivery order projects that involve teams of data processing and other information system and management professionals who have previously been involved in analyzing, designing, integrating, testing, documenting, converting, extending, and implementing automated information systems. Demonstrates proven skills in those technical areas addressed by the delivery order to be managed. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects, including assessment of staff and expenditure of ODCs. Demonstrates writing and oral communication skills.

Minimum/General Experience: BA or BS and 10 years of experience in project management with 5 years specifically designated as a PjM on similar contracts in terms of size, complexity, and team composition and depth. An advanced degree may decrease years of experience in project management and years on a similar contract to 8 and 4 respectively. PMP a plus.

Minimum Education: BA or BS

Applicable Training: 5 years of experience managing comparable tasks on similar contracts in terms of size.

Commercial Job Title: Health Task Manager

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to directly supervise an individual health-related IT systems development life cycle (SDLC) task such as: design, development, integration, testing, training, deployment, operation and/or maintenance. Performs day-to-day management of assigned tasks, working with other data processing or information system and management professionals. Demonstrates proven skills in those technical areas addressed by the task to be managed. Plans, organizes, coordinates and executes all activities associated with assigned task. Demonstrates writing and oral communication skills.



Minimum/General Experience: BA or BS and 5 years of experience managing comparable tasks on similar contracts in terms of size, complexity, and team composition and depth. An advanced degree may decrease years of experience. PMP a plus.

Minimum Education: BA or BS

Applicable Training: 5 years of experience managing comparable tasks on similar contracts in terms of size.

Commercial Job Title: Health Advanced Technology Program Manager

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to direct multiple health-related advanced technology design, development, integration, testing, training, deployment, operation and/or maintenance efforts. Must be capable of independently leading programs that involve the successful management of teams composed of highly specialized technical professionals who have been involved in analysis, prototyping, design, integration, testing, documenting, converting, extending, and implementing high technology systems. Performs day-to-day management of overall contract support operations, possibly involving multiple projects and groups of personnel at multiple locations. Organizes, directs, and coordinates the planning and production of highly technical contract support activities. Demonstrates written and oral communication skills. Establishes and alters (as necessary) vendor management structure to direct effective contract support activities.

Minimum/General Experience: BA or BS in related technical discipline and 10 years of experience in technical program management with 5 years specifically designated as a PgM on similar technical contracts in terms of size, complexity, and team composition and depth. An advanced degree may decrease years of experience in program management and years on a similar contract to 8 and 4 respectively. PGMP a plus.

Minimum Education: BA or BS

Applicable Training: 10 years of experience in technical program management with 5 years specifically designated as a PgM.

Commercial Job Title: Health Junior Quality Assurance Technician

Functional Responsibility: Capabilities/Duties: Ability to apply supervised health-related quality control/quality assurance management procedures, including tracking and analyzing key software metrics, monitoring quality procedures and participating in software reviews and testing in a supervised setting. Ability to interpret and apply Government regulations, manuals, and standards relating to quality assurance. Ability to evaluate software and associated

documentation. Ability to participate in formal and informal reviews to determine quality and in the development of software quality assurance plans. Ability to examine and evaluate the SQA process and recommend enhancements and modifications. Ability to develop quality standards. Duties include reporting, tracking, and analyzing key performance based system metrics; and monitoring quality procedures, and evaluating system quality, efficiency and testing.

Minimum/General Experience: BS in Computer Science, Information System, Business Management or similar disciplined field. 1-2 years hands-on software testing experience with increasing levels of responsibility and technical skill. Familiarity and certifications in QA methodologies; e.g., Six Sigma or CMMI a plus.

Minimum Education: BA or BS

Applicable Training: 2 years hands-on software testing experience with increasing levels of responsibility and technical skill. Familiarity and certifications in QA methodologies; e.g., Six Sigma or CMMI a plus.

Commercial Job Title: Health Network/System Security Engineer

Functional Responsibility: Capabilities/Duties: Demonstrated ability to independently perform complex security analysis of existing health-related systems for compliance with security requirements. Ability to use a variety of security techniques, technologies, and tools to develop, integrate, and implement security solutions into highly sensitive computer systems and networks. Ability to perform vulnerability and risk analysis, and participate in a variety of computer security penetration studies. Analyzes and defines security requirements for computer systems, which may include mainframes, workstations, and personal computers. Designs, develops, and implements solutions to meet security requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security. Participates in most phases of the systems lifecycle including preliminary and final design, systems development, and integration and testing.

Minimum/General Experience BS in related technology discipline and at least 1 year of experience in defining computer security requirements for systems or high-level applications, evaluating approved security product capabilities, and developing proper computer system security solutions. Network and systems security related certifications a plus.

Minimum Education: BA or BS

Applicable Training: 1 year of experience in defining computer security requirements for systems or high-level applications.

Commercial Job Title: Health Senior Information Assurance Engineer

Functional Responsibility: Capabilities/Duties: Demonstrated ability to apply a set of disciplines for planning, analyzing, and designing health-related information systems enterprise-wide or across a major sector of the enterprise. Ability to develop and apply analytical and computational techniques and methodology for problem solutions. Ability to independently develop and recommend technical solutions to support client requirements in solving moderate to highly complex network, platform, and system security problems. Ability to apply analytical and engineering solutions based on federal and industry INFOSEC policies, doctrine, and regulations. Ability to conduct secure system engineering and development, including system/security requirements analysis and secure system definition and specification development of INFOSEC policies and procedures utilizing technical and analytical skills. Ability to design test beds of advanced INFOSEC hardware and software solutions.

Minimum/General Experience: B.A. or B.S. in related discipline and a minimum of 8 years of experience analyzing and defining security requirements for information protection, defining and developing security policies and analyzing the sensitivity of information and performing vulnerability and risk assessments on the basis of defined sensitivity and information flow.

Minimum Education: BA or BS

Applicable Training: 8 years of experience analyzing and defining security requirements for information protection, defining and developing security policies and analyzing the sensitivity of information.

Commercial Job Title: Health Configuration Management Specialist

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to establish and/or maintain a system to record modifications to health-related hardware, software or documentation. Ability to maintain allocated, functional and physical baseline control and ability to perform audit support. Ability to serve as secretary to Configuration Control Boards (CCBs) to help ensure all baseline changes are approved before initiation. Involved in review of engineering change requests to assess impact upon configuration baseline and logistics support elements. Maintains configuration control records and technical documents. Works closely with quality assurance and management representatives to ensure accurate and well-documented product baseline.

Minimum/General Experience: BA or BS and five years of experience in development of configuration management plans, familiarity with physical and functional representation at the system level, Must demonstrate experience using CM tools to coordinate changes to system,



maintaining CM library and establishing procedures for implementation of system and operational changes.

Minimum Education: BA or BS

Applicable Training: 5 years of experience in development of configuration management plans, familiarity with physical and functional representation at the system level.

Commercial Job Title: Health Test Manager

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to supervise a team of test specialists and manage complex, state-of-the-art test health-related programs. Demonstrated experience and ability to translate complex program requirements into testable objectives. Demonstrated ability to analyze and recommend test cycle, test plans, safety reviews, and detailed test objectives. Ability to manage and work effectively with diverse organizations and personalities to execute a successful test program. Ability to apply complex test methodologies and compensate for limitations and restrictions. Must have detailed familiarity with commercial test environments and operating procedures. Ability to develop overall test strategy to include objectives, methodologies, analysis, and schedules. Able to independently assess system performance against stated requirements. Ability to apply test discipline to design a thorough and executable test program. Able to lead analysis efforts to dissect output data, interface with the client, and provide clear results and recommendations.

Minimum/General Experience: BS in Computer Science, Information System, Business Management or similar disciplined field. At least 5 years of experience in managing test teams with responsibility for verification and validation, software testing and integration, and software metrics, and their application to software quality assessment, of which 2 years must be with hands-on software testing experience with increasing levels of responsibility and technical skill.

Minimum Education: BA or BS

Applicable Training: 5 years of experience in managing test teams with responsibility for verification and validation, software testing and integration, and software metrics.

Commercial Job Title: Health Test Specialist

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to design and execute health-related ADP software tests and evaluate results to ensure compliance with applicable regulations. Ability to prepare test scripts and all required test documentation. Ability to design and prepare all needed test data. Ability to work independently with diverse organizations and personalities to execute a successful test program. Ability to apply test

methodologies, accounting for all limitations and restrictions. Ability to support test program manager for complex, state-of-the-art test programs. Ability to clearly write test plans (to include objectives, methodologies, instrumentation requirements, analysis, safety etc) and test procedure documents. Able to conduct analysis of output data, provide results and recommendations. Independently assess system performance against stated requirements. Analyzes internal security within systems. Reviews test results and evaluates for conformance to design.

Minimum/General Experience: BS in Computer Science, Information System, Business Management or similar disciplined field. At least 2 years of experience in verification and validation, software testing and integration, and software metrics, and their application to software quality assessment, of which 2 years must be with hands-on software testing experience with increasing levels of responsibility and technical skill.

Minimum Education: BA or BS

Applicable Training: 2 years of experience in verification and validation, software testing and integration, and software metrics.

Commercial Job Title: Health Subject Matter Expert (Technical) 5

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to provide enterprise-wide technical management and direction for problem definition, analysis and requirements development and implementation for very complex health systems in the subject matter area. Ability to provide workable recommendations and advice to client executive management on emerging technology, system improvements, optimization and maintenance in the following areas: Information Systems Architecture, Automation, Telecommunications, Networking, Communication Protocols, Software, Electronic Email, Modeling and Simulation, Data Storage and Retrieval.

Minimum/General Experience: Advanced degree with a minimum of 15 years of experience in one or more of the disciplines associated with the SME labor category. 12 years of specialized experience managing mission-critical tasks across multiple functional areas and providing leadership for key tasks and resolution of problems for major functional areas through assessment of complex and technically challenging situations. Must possess domain and expert technical knowledge of functional areas and programmatic knowledge practice-wide.

Minimum Education: BA or BS

Applicable Training: 15 years of experience in one or more of the disciplines associated with the SME labor category. 12 years of specialized experience managing mission-critical tasks across multiple functional areas and providing leadership for key tasks.

Commercial Job Title: Health Subject Matter Expert (Technical) 4

Functional Responsibility Capabilities/Duties: Demonstrated experience and ability to provide technical management and direction for problem definition, analysis and requirements development and implementation for complex health systems in the subject matter area. Ability to provide workable recommendations and advice on system improvements, optimization and maintenance in the following areas: Information Systems Architecture, Automation, Telecommunications, Networking, Communication Protocols, Software, Electronic Email, Modeling and Simulation, Data Storage and Retrieval.

Minimum/General Experience Advanced degree with a minimum of 12 years of experience in one or more of the disciplines associated with the SME labor category. 9 years of specialized experience managing mission-critical tasks across multiple functional areas and providing leadership for key tasks and resolution of problems for major functional areas through assessment of complex and technically challenging situations. Must possess domain and expert technical knowledge of functional areas and programmatic knowledge practice-wide.

Minimum Education: BA or BS

Applicable Training: 12 years of experience in one or more of the disciplines associated with the SME labor category.

Commercial Job Title: Health Subject Matter Expert (Technical) 3

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to provide technical direction for problem definition, analysis, requirements development and implementation for complex to extremely complex health systems in the subject matter area. Ability to make recommendations and advise on organization-wide system improvements, optimization or maintenance efforts in the following specialties: Information Systems Architecture; Networking; Telecommunications; Automation; Communications Protocols; Risk Management/Electronic Analysis; Software; Life-Cycle Management; Software Development Methodologies; Modeling and Simulation.

Minimum/General Experience: BA or BS in related discipline with a minimum of 10 years of experience in one or more of the disciplines associated with the SME labor category. 7 years of specialized experience managing mission-critical tasks across multiple functional areas and providing leadership for key tasks and resolution of problems for major functional areas through assessment of complex and technically challenging situations. Must possess domain and expert technical knowledge of functional areas and programmatic knowledge practice-wide.



Minimum Education: BA or BS

Applicable Training: 10 years of experience in one or more of the disciplines associated with the SME labor category. 7 years of specialized experience managing mission-critical tasks across multiple functional areas and providing leadership for key tasks.

Commercial Job Title: Health Subject Matter Expert (Technical) 2

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to define the problems and analyze and develop plans and requirements in the subject matter area for moderately complex to complex health systems. Ability to coordinate and manage the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems specifications in the following specialties: Information Systems Architecture; Networking; Telecommunications; Automation; Communications Protocols; Risk Management/Electronic Analysis; Software; Life-Cycle Management; Software Development Methodologies; Modeling and Simulation.

Minimum/General Experience: BA or BS in related discipline with a minimum of 7 years of experience in one or more of the disciplines associated with the SME labor category. 4 years of specialized experience managing mission-critical tasks across multiple functional areas and providing leadership for key tasks and resolution of problems for major functional areas through assessment of complex and technically challenging situations. Must possess domain and expert technical knowledge of functional areas and programmatic knowledge practice-wide.

Minimum Education: BA or BS

Applicable Training: 7 years of experience in one or more of the disciplines associated with the SME.

Commercial Job Title: Health Subject Matter Expert (Technical) 1

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to define problems and analyze and develop plans and requirements in the subject matter area for moderately complex health systems. Ability to coordinate and manage the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems specifications in the following specialties: Information Systems Architecture; Networking; Telecommunications; Automation; Communications Protocols; Risk Management/Electronic Analysis; Software; Life-Cycle Management; Software Development Methodologies; Modeling and Simulation.



Minimum/General Experience: BA or BS in related discipline with a minimum of 4 years of experience in one or more of the disciplines associated with the SME labor category. 2 years of specialized experience participating in mission-critical tasks across multiple functional areas and providing input for key tasks and resolution of problems for major functional areas through assessment of complex and technically challenging situations.

Minimum Education: BA or BS

Applicable Training: 4 years of experience in one or more of the disciplines associated with the SME labor category.

Commercial Job Title: Health Senior Software Engineer

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to lead or direct of team of software engineers developing and maintaining health-related operating systems, applications software, database packages, compilers, assemblers, utility programs and other highly complex system software requirements. Ability to modify and create special purpose software and ensure systems efficiency and integrity. Ability to analyze systems requirements and design specifications. Ability to develop block diagrams and logic flow charts. Ability to translate detailed systems designs into executable software. Ability to test, debug, and refine software to produce the required product. Ability to prepare required documentation, including project plans and software program documentation.

Minimum/General Experience: Bachelor's Degree in Engineering and at least 10 years of experience leading teams on comparable projects, or an Engineering Master's Degree with 7 years of experience.

Minimum Education: BA or BS

Applicable Training: 10 years of experience leading teams on comparable projects, or an Engineering Master's Degree with 7 years of experience.

Commercial Job Title: Health Senior Systems Analyst

Functional Responsibility: Capabilities/Duties: Demonstrated ability to oversee health analyst staff and analyze and evaluate existing health systems to independently define problems, data availability, report requirements and system design issues. Demonstrated ability to provide technical and administrative direction for personnel performing systems development tasks, including the review of work products for correctness, adherence to the design concept and to user standards, and progress in accordance with schedules. Demonstrated ability to define



system objectives and prepare system design specifications to meet user requirements and satisfy interface problems. Ability to coordinate with the Program Manager to ensure solutions to problems and user satisfaction. Prepares milestone status reports and deliveries and presentations on the system concept to colleagues, subordinates, and end user representatives. Analyzes alternate means of deriving input data to select the most accurate, feasible and economical methods. Defines input and output file specifications including file organization. Defines controls, conversion procedures and system implementation plans including user training and orientation.

Minimum/General Experience: B.A. or B.S. and 5 years of equivalent experience in a related discipline. Must have 8 years of computer experience working independently or under general direction on complex application problems involving all phases of system analysis. At least 5 years of experience in analysis and design of business applications for complex large-scale or mid-tier computer systems, or LAN-based systems, to include experience in database management systems (DBMS), and use of general programming languages. Knowledge of current storage and retrieval methods and demonstrated ability to formulate specifications for computer programmers to use in coding, testing, and debugging of computer programs.

Minimum Education: BA or BS

Applicable Training: 8 years of computer experience working independently or under general direction on complex application problems involving all phases of system analysis.

Commercial Job Title: Health System/Software Engineer

Functional Responsibility: Capabilities/Duties: Demonstrated ability to implement health-related computer systems in a phased approach of requirements analysis and conceptual design, site survey, system design review, critical design review, installation, integration, and testing with minimal oversight. Demonstrated ability to analyze existing systems and define, design and develop new integrated system requirements. Determines system specifications, input/ output processes and working parameters for hardware/software compatibility. Able to perform requirements analysis for a wide range of users in areas of office automation. Coordinates design of subsystems and integration of total system. Identifies, analyzes and resolves program support deficiencies.

Minimum/General Experience: Bachelor's Degree in Engineering and at least 6 years of experience participating on teams for comparable projects, or an Engineering Master's Degree with 2 years of experience.

Minimum Education: BA or BS



Applicable Training: 6 years of experience participating on teams for comparable projects, or an Engineering Master's Degree with 2 years of experience.

Commercial Job Title: Health Senior Training Specialist

Functional Responsibility: Capabilities/Duties: Demonstrated experience and ability to develop, plan, and provide sophisticated health-related Information System or ADP, end-user training on highly complex computer hardware, application software, new systems, or related procedures. Conducts the research necessary to develop and revise training courses and prepares appropriate training materials. Prepares all course materials (course outline, background material and training aids). Prepares all student materials (course manuals, workbooks, handouts, completion certificates, and course evaluation forms). Trains personnel by conducting formal classroom courses, workshops, and seminars.

Minimum/General Experience: B.A. or B.S. and 4 years of experience participating on teams providing information system development and training. At least 3 years of experience in developing and providing IT and end user training on computer hardware and relevant application software. Must possess working knowledge of various training methodologies and be experienced in the application of them.

Minimum Education: BA or BS

Applicable Training: 3 years of experience in developing and providing IT and end user training on computer hardware and relevant application software.

Commercial Job Title: Health Training Specialist

Functional Responsibility: Capabilities/Duties: Demonstrated ability to plan and provide Health Information System or ADP, end-user training on computer hardware, application software, new systems, or training on business process improvements and other procedures with minimal oversight. Demonstrated ability to prepare routine training materials, including workbooks, handouts, completion certificates, and course evaluation forms. Trains personnel by conducting formal classroom courses, workshops, and seminars.

Minimum/General Experience: B.A. or B.S. and 2 years of experience participating on teams providing information system development and training. At least 1 year of experience in developing and providing IT and end user training on computer hardware and relevant application software. Must possess working knowledge of various training methodologies and be experienced in the application of them.

Minimum Education: BA or BS



Applicable Training: 1 year of experience in developing and providing IT and end user training on computer hardware and relevant application software.



28 a. OUT-YEAR PRICING MATRIX – SIN 132-45D

SERVICE (LABOR CATEGORY)	GSA PRICE WITH IFF (Award to 6/13/17)	GSA PRICE WITH IFF (6/14/17 to 6/13/18)	GSA PRICE WITH IFF (6/14/18 to 6/13/19)	GSA PRICE WITH IFF (6/14/19 to 6/13/20)
Cybersecurity Architect	\$ 188.67	\$ 192.30	\$ 195.99	\$ 199.75
Cyber Subject Matter Expert II	\$ 176.13	\$ 179.51	\$ 182.96	\$ 186.47
Cyber Project Manager	\$ 173.34	\$ 176.67	\$ 180.06	\$ 183.52
Cyber Program Manager, Lead	\$ 171.73	\$ 175.03	\$ 178.39	\$ 181.82
Cybersecurity Manager	\$ 154.15	\$ 157.11	\$ 160.13	\$ 163.20
Cybersecurity Engineer	\$ 147.98	\$ 150.82	\$ 153.71	\$ 156.66
Cyber Senior Information Assurance Analyst	\$ 136.05	\$ 138.66	\$ 141.32	\$ 144.04
Cybersecurity Senior Administrator	\$ 135.65	\$ 138.25	\$ 140.91	\$ 143.61
Cyber Senior Functional Analyst	\$ 125.99	\$ 128.41	\$ 130.87	\$ 133.39
Cyber Senior Management Analyst	\$ 118.91	\$ 121.19	\$ 123.52	\$ 125.89
Cybersecurity Administrator	\$ 115.17	\$ 117.38	\$ 119.63	\$ 121.93
Cyber Intermediate Information Assurance Analyst	\$ 93.72	\$ 95.52	\$ 97.35	\$ 99.22
Cyber Senior Application Engineer	\$ 83.11	\$ 84.71	\$ 86.33	\$ 87.99
Cyber Administrative Services, Lead	\$ 60.00	\$ 61.15	\$ 62.32	\$ 63.52



28 b. OUT-YEAR PRICING MATRIX – SIN 132-51

SERVICE (LABOR CATEGORY)	GSA PRICE WITH IFF (6/14/15 to 6/13/16)	GSA PRICE WITH IFF (6/14/16 to 6/13/17)	GSA PRICE WITH IFF (6/14/17 to 6/13/18)	GSA PRICE WITH IFF (6/14/18 to 6/13/19)	GSA PRICE WITH IFF (6/14/19 to 6/13/20)
Program Manager	\$ 141.84	\$ 144.56	\$ 147.34	\$ 150.17	\$ 153.05
Project Manager	\$ 126.08	\$ 128.50	\$ 130.97	\$ 133.48	\$ 136.05
Task Manager	\$ 133.33	\$ 135.89	\$ 138.50	\$ 141.16	\$ 143.87
Advanced Technology Program Manager	\$ 194.44	\$ 198.17	\$ 201.98	\$ 205.86	\$ 209.81
Junior Quality Assurance Technician	\$ 57.79	\$ 58.90	\$ 60.03	\$ 61.18	\$ 62.36
Senior Network/System Security Engineer	\$ 130.61	\$ 133.12	\$ 135.67	\$ 138.28	\$ 140.93
Network/System Security Engineer	\$ 78.80	\$ 80.31	\$ 81.85	\$ 83.43	\$ 85.03
Senior Information Assurance Engineer	\$ 166.66	\$ 169.86	\$ 173.12	\$ 176.45	\$ 179.83
Configuration Management Specialist	\$ 65.14	\$ 66.39	\$ 67.67	\$ 68.96	\$ 70.29
Test Manager	\$ 117.23	\$ 119.48	\$ 121.77	\$ 124.11	\$ 126.50
Test Specialist	\$ 94.56	\$ 96.38	\$ 98.23	\$ 100.11	\$ 102.03
Subject Matter Expert (Technical) 5	\$ 194.44	\$ 198.17	\$ 201.98	\$ 205.86	\$ 209.81
Subject Matter Expert (Technical) 4	\$ 188.49	\$ 192.11	\$ 195.80	\$ 199.56	\$ 203.39
Subject Matter Expert (Technical) 3	\$ 170.72	\$ 174.00	\$ 177.34	\$ 180.74	\$ 184.21
Subject Matter Expert (Technical) 2	\$ 143.94	\$ 146.70	\$ 149.52	\$ 152.39	\$ 155.32
Subject Matter Expert (Technical) 1	\$ 104.66	\$ 106.67	\$ 108.72	\$ 110.80	\$ 112.93
Senior Software Engineer	\$ 128.55	\$ 131.02	\$ 133.53	\$ 136.10	\$ 138.71
Software Engineer	\$ 99.81	\$ 101.73	\$ 103.68	\$ 105.67	\$ 107.70
Senior Systems Analyst	\$ 92.46	\$ 94.24	\$ 96.04	\$ 97.89	\$ 99.77
System/Software Engineer	\$ 112.42	\$ 114.58	\$ 116.78	\$ 119.02	\$ 121.31
System Architect	\$ 144.44	\$ 147.21	\$ 150.04	\$ 152.92	\$ 155.86
Training Manager	\$ 133.61	\$ 136.18	\$ 138.79	\$ 141.45	\$ 144.17
Senior Training Specialist	\$ 83.34	\$ 84.94	\$ 86.57	\$ 88.23	\$ 89.93
Training Specialist	\$ 59.89	\$ 61.04	\$ 62.21	\$ 63.41	\$ 64.62
Trainer	\$ 48.01	\$ 48.93	\$ 49.87	\$ 50.83	\$ 51.80



**OUTYEAR PRICING FOR ADDITIONAL LABOR CATEGORIES – Incorporated per
Mod 0011 dated 1/21/16**

Govt Site Rates	SERVICE (LABOR CATEGORY)	GSA PRICE WITH IFF (Award to 6/13/16)	GSA PRICE WITH IFF (6/14/16 to 6/13/17)	GSA PRICE WITH IFF (6/14/17 to 6/13/18)	GSA PRICE WITH IFF (6/14/18 to 6/13/19)	GSA PRICE WITH IFF (6/14/19 to 6/13/20)
G1	Administrative Services, Junior	\$34.56	\$34.84	\$35.51	\$36.19	\$36.88
G3	Analyst, Junior	\$68.96	\$69.51	\$70.85	\$72.21	\$73.59
G4	Analyst	\$76.07	\$76.68	\$78.15	\$79.65	\$81.18
G5	Analyst, Senior	\$98.62	\$99.41	\$101.32	\$103.26	\$105.25
G6	Analyst, Lead	\$119.07	\$120.02	\$122.33	\$124.68	\$127.07
G7	Application Administrator, Sr.	\$96.77	\$97.54	\$99.42	\$101.33	\$103.27
G8	Architect, Principal	\$214.48	\$216.20	\$220.35	\$224.58	\$228.89
G9	Communications Specialist, Junior	\$58.84	\$59.31	\$60.45	\$61.61	\$62.79
G10	Communications Specialist	\$68.96	\$69.51	\$70.85	\$72.21	\$73.59
G11	Communications Specialist, Senior	\$78.08	\$78.70	\$80.22	\$81.76	\$83.33
G12	Computer Operator , Junior	\$53.34	\$53.77	\$54.80	\$55.85	\$56.92
G13	Computer Security Specialist, Junior	\$60.49	\$60.97	\$62.14	\$63.34	\$64.55
G14	Computer Security Specialist	\$67.71	\$68.25	\$69.56	\$70.90	\$72.26
G15	Computer Security Specialist, Sr.	\$114.66	\$115.58	\$117.80	\$120.06	\$122.36
G16	Database Specialist, Junior	\$68.96	\$69.51	\$70.85	\$72.21	\$73.59
G17	Database Specialist	\$76.07	\$76.68	\$78.15	\$79.65	\$81.18
G18	Engineer, Junior	\$68.96	\$69.51	\$70.85	\$72.21	\$73.59
G19	Engineer, Senior	\$94.49	\$95.25	\$97.07	\$98.94	\$100.84
G20	Engineer, Lead	\$109.38	\$110.26	\$112.37	\$114.53	\$116.73
G21	Engineer, Principal	\$127.93	\$128.95	\$131.43	\$133.95	\$136.52
G22	Engineer, Principal Lead	\$150.94	\$152.15	\$155.07	\$158.05	\$161.08
G23	Functional Analyst, Principal	\$136.78	\$137.87	\$140.52	\$143.22	\$145.97
G26	Hardware Technician, Senior	\$54.80	\$55.24	\$56.30	\$57.38	\$58.48
G27	Hardware Technician, Lead	\$60.16	\$60.64	\$61.81	\$62.99	\$64.20
G29	Help Desk Specialist	\$40.62	\$40.94	\$41.73	\$42.53	\$43.35
G30	Help Desk Specialist, Senior	\$52.07	\$52.49	\$53.49	\$54.52	\$55.57



G31	Help Desk Specialist, Lead	\$60.49	\$60.97	\$62.14	\$63.34	\$64.55
G32	Information Technology Specialist, Junior	\$60.59	\$61.07	\$62.25	\$63.44	\$64.66
G34	Information Technology Specialist, Senior	\$75.81	\$76.42	\$77.88	\$79.38	\$80.90
G35	Information Technology Specialist, Lead	\$91.12	\$91.85	\$93.61	\$95.41	\$97.24
G36	Network Administrator, Senior	\$109.38	\$110.26	\$112.37	\$114.53	\$116.73
G37	Network Engineer, Junior	\$67.09	\$67.63	\$68.93	\$70.25	\$71.60
G38	Network Engineer	\$82.29	\$82.95	\$84.54	\$86.16	\$87.82
G39	Network Engineer, Lead	\$109.65	\$110.53	\$112.65	\$114.81	\$117.02
G42	Network Technician, Lead	\$61.30	\$61.79	\$62.98	\$64.19	\$65.42
G44	Program Manager - Level 1	\$108.69	\$109.56	\$111.66	\$113.81	\$115.99
G47	Program Manager , Group	\$170.20	\$171.56	\$174.86	\$178.21	\$181.63
G48	Programmer, Junior	\$68.96	\$69.51	\$70.85	\$72.21	\$73.59
G49	Programmer	\$82.74	\$83.40	\$85.00	\$86.64	\$88.30
G51	Programmer, Lead	\$117.57	\$118.51	\$120.79	\$123.11	\$125.47
G52	Project Engineer, Junior	\$65.73	\$66.26	\$67.53	\$68.82	\$70.15
G53	Project Engineer	\$77.30	\$77.92	\$79.41	\$80.94	\$82.49
G55	Project Engineer, Lead	\$119.07	\$120.02	\$122.33	\$124.68	\$127.07
G56	Project Manager, Junior	\$82.29	\$82.95	\$84.54	\$86.16	\$87.82
G57	Project Manager, Senior	\$119.07	\$120.02	\$122.33	\$124.68	\$127.07
G59	Research Analyst, Junior	\$53.34	\$53.77	\$54.80	\$55.85	\$56.92
G60	Research Analyst	\$57.62	\$58.08	\$59.20	\$60.33	\$61.49
G61	Research Analyst, Lead	\$82.74	\$83.40	\$85.00	\$86.64	\$88.30
G63	Software Engineer	\$77.89	\$78.51	\$80.02	\$81.56	\$83.12
G65	Software Engineer, Lead	\$112.23	\$113.13	\$115.30	\$117.51	\$119.77
G66	Software Engineer, Principal	\$142.04	\$143.18	\$145.93	\$148.73	\$151.58
G67	Software Web Developer, Principal	\$177.98	\$179.40	\$182.85	\$186.36	\$189.94
G73	Support Specialist, Junior	\$34.41	\$34.69	\$35.35	\$36.03	\$36.72
G74	Support Specialist	\$41.25	\$41.58	\$42.38	\$43.19	\$44.02
G75	Support Specialist, Senior	\$47.45	\$47.83	\$48.75	\$49.68	\$50.64
G76	Support Specialist, Group	\$62.62	\$63.12	\$64.33	\$65.57	\$66.83
G77	System Administrator, Junior	\$67.89	\$68.43	\$69.75	\$71.09	\$72.45
G78	System Administrator	\$82.29	\$82.95	\$84.54	\$86.16	\$87.82
G79	System Administrator, Senior	\$91.18	\$91.91	\$93.67	\$95.47	\$97.31
G80	System Administrator, Lead	\$109.38	\$110.26	\$112.37	\$114.53	\$116.73
G81	System Administrator, Manager	\$136.91	\$138.01	\$140.65	\$143.36	\$146.11
G82	System Developer, Junior	\$91.18	\$91.91	\$93.67	\$95.47	\$97.31



G83	System Developer	\$109.38	\$110.26	\$112.37	\$114.53	\$116.73
G84	System Engineer, Junior	\$68.96	\$69.51	\$70.85	\$72.21	\$73.59
G85	System Engineer	\$82.29	\$82.95	\$84.54	\$86.16	\$87.82
G86	System Engineer, Senior	\$91.18	\$91.91	\$93.67	\$95.47	\$97.31
G87	System Engineer, Lead	\$109.38	\$110.26	\$112.37	\$114.53	\$116.73
G88	Technical Specialist, Junior	\$68.96	\$69.51	\$70.85	\$72.21	\$73.59
G89	Technical Specialist	\$82.29	\$82.95	\$84.54	\$86.16	\$87.82
G90	Technical Specialist, Senior	\$91.18	\$91.91	\$93.67	\$95.47	\$97.31
G91	Technical Specialist, Lead	\$117.57	\$118.51	\$120.79	\$123.11	\$125.47
G92	Technical Writer, Junior	\$63.41	\$63.92	\$65.14	\$66.40	\$67.67
G96	Web Content Editor, Senior	\$99.32	\$100.11	\$102.04	\$104.00	\$105.99
G97	Web Developer , Junior	\$68.96	\$69.51	\$70.85	\$72.21	\$73.59
G99	Web Developer , Senior	\$99.32	\$100.11	\$102.04	\$104.00	\$105.99
G100	Web Developer Lead	\$145.21	\$146.37	\$149.18	\$152.05	\$154.97

Contr Site Rates	SERVICE (LABOR CATEGORY)	GSA PRICE WITH IFF (6/14/15 to 6/13/16)	GSA PRICE WITH IFF (6/14/16 to 6/13/17)	GSA PRICE WITH IFF (6/14/17 to 6/13/18)	GSA PRICE WITH IFF (6/14/18 to 6/13/19)	GSA PRICE WITH IFF (6/14/19 to 6/13/20)
C2	Administrative Services, Lead	\$59.52	\$60.00	\$61.15	\$62.32	\$63.52
C3	Analyst, Junior	\$74.34	\$74.93	\$76.37	\$77.84	\$79.33
C4	Analyst	\$94.03	\$94.78	\$96.60	\$98.46	\$100.35
C5	Analyst, Senior	\$111.85	\$112.74	\$114.91	\$117.12	\$119.36
C33	Information Technology Specialist	\$77.67	\$78.29	\$79.79	\$81.33	\$82.89
C35	Information Technology Specialist, Lead	\$112.87	\$113.77	\$115.96	\$118.18	\$120.45
C36	Network Administrator, Senior	\$133.61	\$134.68	\$137.26	\$139.90	\$142.59
C42	Network Technician, Lead	\$71.16	\$71.73	\$73.11	\$74.51	\$75.94
C44	Program Manager - Level 1	\$123.50	\$124.49	\$126.88	\$129.31	\$131.80
C46	Program Manager , Lead	\$170.37	\$171.73	\$175.03	\$178.39	\$181.82
C48	Programmer, Junior	\$78.36	\$78.99	\$80.50	\$82.05	\$83.62
C49	Programmer	\$94.03	\$94.78	\$96.60	\$98.46	\$100.35
C50	Programmer, Senior	\$112.87	\$113.77	\$115.96	\$118.18	\$120.45
C51	Programmer, Lead	\$135.30	\$136.38	\$139.00	\$141.67	\$144.39
C54	Project Engineer, Senior	\$112.87	\$113.77	\$115.96	\$118.18	\$120.45
C55	Project Engineer, Lead	\$133.61	\$134.68	\$137.26	\$139.90	\$142.59



C57	Project Manager, Senior	\$135.30	\$136.38	\$139.00	\$141.67	\$144.39
C58	Project Manager, Lead	\$155.57	\$156.81	\$159.83	\$162.89	\$166.02
C62	Software Engineer, Junior	\$78.36	\$78.99	\$80.50	\$82.05	\$83.62
C63	Software Engineer	\$94.03	\$94.78	\$96.60	\$98.46	\$100.35
C64	Software Engineer, Senior - Level 1	\$112.23	\$113.13	\$115.30	\$117.51	\$119.77
C65	Software Engineer, Lead	\$135.30	\$136.38	\$139.00	\$141.67	\$144.39
C76	Support Specialist, Group	\$71.16	\$71.73	\$73.11	\$74.51	\$75.94
C77	System Administrator, Junior	\$77.67	\$78.29	\$79.79	\$81.33	\$82.89
C79	System Administrator, Senior	\$112.23	\$113.13	\$115.30	\$117.51	\$119.77
C80	System Administrator, Lead	\$131.07	\$132.12	\$134.66	\$137.24	\$139.88
C82	System Developer, Junior	\$101.87	\$102.68	\$104.66	\$106.67	\$108.71
C83	System Developer	\$132.87	\$133.93	\$136.50	\$139.13	\$141.80
C84	System Engineer, Junior	\$77.67	\$78.29	\$79.79	\$81.33	\$82.89
C86	System Engineer, Senior	\$112.23	\$113.13	\$115.30	\$117.51	\$119.77
C87	System Engineer, Lead	\$128.28	\$129.31	\$131.79	\$134.32	\$136.90
C88	Technical Specialist, Junior	\$84.43	\$85.11	\$86.74	\$88.40	\$90.10
C89	Technical Specialist	\$94.03	\$94.78	\$96.60	\$98.46	\$100.35
C90	Technical Specialist, Senior	\$112.87	\$113.77	\$115.96	\$118.18	\$120.45
C91	Technical Specialist, Lead	\$135.30	\$136.38	\$139.00	\$141.67	\$144.39
C92	Technical Writer, Junior	\$78.36	\$78.99	\$80.50	\$82.05	\$83.62
C93	Technical Writer	\$92.59	\$93.33	\$95.12	\$96.95	\$98.81
C94	Training Specialist, Senior SME	\$112.87	\$113.77	\$115.96	\$118.18	\$120.45
C95	Web Content Editor	\$94.03	\$94.78	\$96.60	\$98.46	\$100.35
C98	Web Developer	\$94.03	\$94.78	\$96.60	\$98.46	\$100.35



28 c. OUT-YEAR PRICING MATRIX – SIN 132-56

SERVICE (LABOR CATEGORY)	GSA PRICE WITH IFF (6/14/16- 6/13/17)	GSA PRICE WITH IFF (6/14/17- 6/13/18)	GSA PRICE WITH IFF (6/14/18- 6/13/19)	GSA PRICE WITH IFF (6/14/19- 6/13/20)
Health Program Manager	\$ 144.56	\$ 147.34	\$ 150.17	\$ 153.05
Health Project Manager	\$ 128.50	\$ 130.97	\$ 133.48	\$ 136.05
Health Task Manager	\$ 135.89	\$ 138.50	\$ 141.16	\$ 143.87
Health Advanced Technology Program Manager	\$ 198.17	\$ 201.98	\$ 205.86	\$ 209.81
Health Junior Quality Assurance Technician	\$ 58.90	\$ 60.03	\$ 61.18	\$ 62.36
Health Network/System Security Engineer	\$ 80.31	\$ 81.85	\$ 83.43	\$ 85.03
Health Senior Information Assurance Engineer	\$ 169.86	\$ 173.12	\$ 176.45	\$ 179.83
Health Configuration Management Specialist	\$ 66.39	\$ 67.67	\$ 68.96	\$ 70.29
Health Test Manager	\$ 119.48	\$ 121.77	\$ 124.11	\$ 126.50
Health Test Specialist	\$ 96.38	\$ 98.23	\$ 100.11	\$ 102.03
Health Subject Matter Expert (Technical) 5	\$ 198.17	\$ 201.98	\$ 205.86	\$ 209.81
Health Subject Matter Expert (Technical) 4	\$ 192.11	\$ 195.80	\$ 199.56	\$ 203.39
Health Subject Matter Expert (Technical) 3	\$ 174.00	\$ 177.34	\$ 180.74	\$ 184.21
Health Subject Matter Expert (Technical) 2	\$ 146.70	\$ 149.52	\$ 152.39	\$ 155.32
Health Subject Matter Expert (Technical) 1	\$ 106.67	\$ 108.72	\$ 110.80	\$ 112.93
Health Senior Software Engineer	\$ 131.02	\$ 133.53	\$ 136.10	\$ 138.71
Health Senior Systems Analyst	\$ 94.24	\$ 96.04	\$ 97.89	\$ 99.77
Health System/Software Engineer	\$ 114.58	\$ 116.78	\$ 119.02	\$ 121.31
Health Senior Training Specialist	\$ 84.94	\$ 86.57	\$ 88.23	\$ 89.93
Health Training Specialist	\$ 61.04	\$ 62.21	\$ 63.41	\$ 64.62