

AUTHORIZED
INFORMATION TECHNOLOGY SCHEDULE PRICELIST
GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY
EQUIPMENT, SOFTWARE AND SERVICES

Special Item No. 132-51 Information Technology Professional Services

Note: All non-professional labor categories must be incidental to and used solely to support hardware, software and/or professional services, and cannot be purchased separately.

SPECIAL ITEM NUMBER 132-51 - INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES

- FPDS Code D301 IT Facility Operation and Maintenance
- FPDS Code D302 IT Systems Development Services
- FPDS Code D306 IT Systems Analysis Services
- FPDS Code D307 Automated Information Systems Design and Integration Services
- FPDS Code D308 Programming Services
- FPDS Code D310 IT Backup and Security Services
- FPDS Code D311 IT Data Conversion Services
- FPDS Code D313 Computer Aided Design/Computer Aided Manufacturing (CAD/CAM) Services
- FPDS Code D316 IT Network Management Services
- FPDS Code D317 Creation/Retrieval of IT Related Automated News Services, Data Services, or Other Information Services (All other information services belong under Schedule 76)
- FPDS Code D399 Other Information Technology Services, Not Elsewhere Classified

Note 1: All non-professional labor categories must be incidental to and used solely to support hardware, software and/or professional services, and cannot be purchased separately.

Note 2: Offerors and Agencies are advised that the Group 70 – Information Technology Schedule is not to be used as a means to procure services which properly fall under the Brooks Act. These services include, but are not limited to, architectural, engineering, mapping, cartographic production, remote sensing, geographic information systems, and related services. FAR 36.6 distinguishes between mapping services of an A/E nature and mapping services which are not connected nor incidental to the traditionally accepted A/E Services.

Note 3: This solicitation is not intended to solicit for the reselling of IT Professional Services, except for the provision of implementation, maintenance, integration, or training services in direct support of a product. Under such circumstances the services must be performance by the publisher or manufacturer or one of their authorized agents.

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913-451-1178
www.saiconinc.com

Contract Number: GS-35F-0632S

Period Covered by Contract: **September 13, 2011 to September 12, 2016**

General Services Administration
Federal Acquisition Service

Pricelist current through Modification # 1 , dated 5-25-12 .

Products and ordering information in this Authorized Information Technology Schedule Pricelist are also available on the GSA Advantage! System (<http://www.gsadvantage.gov>).

Labor Categories Table of Contents

Applications Programmer	24
Applications Systems Analyst/Programmer - Intermediate.....	24
Applications Systems Analyst/Programmer - Senior	25
Business Process Consultant	25
Business Subject Matter Specialist.....	25
Business Systems Analyst - Intermediate.....	26
Business Systems Analyst - Senior	26
Business Systems Specialist.....	26
Chief Information Security Officer	27
Client/Server Database Manager	27
Client/Server Network Architect	27
Client/Server Support Analyst	28
Communications Analyst - Intermediate	28
Communications Analyst - Senior	28
Communications Facility Engineer	29
Communications Installer	29
Communications Transmission Engineer.....	29
Computer Operations Manager	30
Consultant	30
Data Architect.....	30
Data Communications Manager – Planning & Implementation.....	31
Data Entry Supervisor	31
Data Security Administration Manager	31
Data Security Analyst - Intermediate	32
Data Security Analyst - Senior	32
Data Warehousing Administrator	32
Data Warehousing Analyst.....	33
Data Warehousing Programmer.....	33
Data Warehousing Project Manager	33
Data/Configuration Management Specialist	34
Database Administrator	34
Database Analyst/Programmer - Intermediate	34
Database Analyst/Programmer - Senior.....	35
Database Manager	35
Disaster Recovery Administrator	35
Disaster Recovery Analyst	36
Documentation Specialist - Intermediate	36
Documentation Specialist - Senior	37
E-Business Manager	37
Electronic Data Interchange (EDI) Manager	37
Electronic Data Interchange (EDI) Specialist.....	38

Electronic Mail Coordinator.....	38
Engineering Subject Matter Specialist	38
ERP Business/Architectural Specialist	38
ERP Business Analyst - Intermediate.....	39
ERP Business Analyst - Senior	39
ERP Programmer	39
Graphics Specialist.....	40
Groupware Specialist.....	40
Help Desk Coordinator - Intermediate.....	40
Help Desk Coordinator - Senior.....	41
Help Desk Manager	41
Help Desk Specialist.....	41
Help Desk Support Services Specialist - Intermediate	42
Help Desk Support Services Specialist - Senior.....	42
Information Assurance Development Engineer.....	42
Information Assurance Engineer.....	43
Information Assurance Network Specialist.....	43
Information Assurance Systems/Network Specialist.....	43
Information Center Consultant.....	43
Information Center Specialist.....	44
Information Security Business Analyst.....	44
Information Services Consultant.....	44
Information systems Auditor - Intermediate	45
Information systems Auditor - Senior.....	45
Information systems Training Specialist - Intermediate.....	45
Information systems Training Specialist - Senior	45
Internal Communications Systems Consultant	46
IT Subject Matter Specialist	46
LAN Administrator - Intermediate	46
LAN Administrator - Senior	47
LAN Support Technician - Intermediate	47
LAN Support Technician - Senior	48
LAN/WAN Administrator.....	48
LAN/WAN Integrator	48
LAN/WAN/MAN Administrator	49
Network Control Technician.....	49
Network Engineer - Intermediate	49
Network Engineer - Senior.....	50
Network Operations Supervisor.....	50
Network Planning Analyst – Intermediate	50
Network Planning Analyst - Senior	51
Network Planning Manager	51
Network Systems Administrator.....	51
Network Systems Manager	52
Network/Hardware Support Technician.....	52
Operations Manager - Data Communications	52

Operations Manager - Voice Communications 52

Operations Systems Manager 53

Operations/Network LAN Administrator 53

Operations/Technical Support Analyst 53

Operations/Technical Support Manager 53

PC Products Analyst..... 54

PC Systems Specialist 54

PC/LAN Management Analyst - Intermediate 55

PC/LAN Management Analyst - Senior 55

Project Engineer..... 55

Program Manager – Senior 56

Program Manager 56

Project Analyst - Senior 56

Project Analyst 57

Project Manager – Senior 57

Project Manager 58

Quality Assurance Analyst - Intermediate 58

Quality Assurance Analyst - Senior 58

Quality Assurance Specialist 59

Security Coordinator 59

Site Manager..... 59

Software Architect 60

Software Developer - Intermediate 60

Software Developer - Senior 60

Software Systems Engineer - Intermediate 61

Software Systems Engineer - Senior 61

Strategic Planner..... 61

Systems Administrator - Intermediate 62

Systems Administrator - Senior..... 62

Systems Analysis and Programming Director 63

Systems Engineer..... 63

Systems Management Technologist..... 63

Technical Editor 63

Technical Writer 64

Telecommunications Analyst/Technician 64

Telecommunications Engineer/Analyst – Intermediate 64

Telecommunications Engineer/Analyst - Senior 65

Telecommunications Manager - Multiple Incumbents 65

Telecommunications Manager - Single Incumbent..... 65

Telecommunications Network Help Desk 66

Telecommunications Programmer/Systems Analyst - Intermediate 66

Telecommunications Programmer/Systems Analyst - Senior..... 67

Telecommunications Technician..... 67

Telecommunications/Communications Integration Engineer 67

Test Engineer 68

UNIX Systems Administrator 68

Voice Communications Administrator 68

Voice Communications Manager – Planning & Implementation 68

Voice Communications Technician 69

Web Content Administrator..... 69

Web Content Analyst 70

Web Designer 70

Web Marketing Manager 70

Web Operations Manager 70

Web Project Manager 71

Web Security Administrator 71

Web Security Analyst..... 72

Web Software Developer 72

Web Technical Administrator..... 72

SAP BPA Program Manager 73

SAP IV&V Project Manager..... 73

SAP Deputy Project Manager 73

SAP Project Controller Lead..... 74

SAP Project Controller..... 74

SAP Business System Analyst 74

SAP Project Administrator 75

SAP Administrative Assistant 75

SAP Technical Publishing Lead..... 75

SAP Technical Publishing SME..... 76

SAP Configuration Management Analyst..... 76

SAP SCAMPI Lead Appraiser..... 76

SAP SCAMPI Appraiser 77

SAP Senior Management Analyst..... 77

SAP Requirements Senior Analyst..... 77

SAP Requirements Analyst..... 78

SAP Organizational Change Management Lead Analyst..... 78

SAP Organizational Change Management Senior Analyst..... 78

SAP IV&V Lead Engineer 79

SAP IV&V Senior Engineer 79

SAP IV&V Engineer 80

SAP Solution Architecture Technical SME 80

SAP ECC Technical SME..... 81

SAP CRM Technical SME..... 81

SAP NetWeaver Technical SME 82

SAP Data Management Technical SME..... 82

SAP BI/Business Object Technical SME 83

SAP FI/CO Functional SME..... 83

SAP Public Section Functional SME..... 83

SAP CRM Functional SME..... 84

SAP Banking Functional SME..... 84

SAP Application Assessment Functional SME 84

SAP Real Estate Functional SME..... 85

SAP Fund Management Functional SME 85
SAP C&D SME 86
SAP Insurance IS SME..... 86
SAP Grants Management SME 86
SAP Migration SME 87
SAP eCATT SME..... 87
SAP C&A Security SME..... 87
SAP Security SME 88
SAP Operations SME 88
SAP Continual Improvement SME 89

INFORMATION FOR ORDERING ACTIVITIES APPLICABLE TO ALL SPECIAL ITEM NUMBERS

SPECIAL NOTICE TO AGENCIES: Small Business Participation

SBA strongly supports the participation of small business concerns in the Federal Acquisition Service. To enhance Small Business Participation SBA policy allows agencies to include in their procurement base and goals, the dollar value of orders expected to be placed against the Federal Supply Schedules, and to report accomplishments against these goals.

For orders exceeding the micropurchase threshold, FAR 8.404 requires agencies to consider the catalogs/pricelists of at least three schedule contractors or consider reasonably available information by using the GSA Advantage!™ on-line shopping service (www.gsaadvantage.gov). The catalogs/pricelists, GSA Advantage!™ and the Federal Acquisition Service Home Page (www.gsa.gov/fas) contain information on a broad array of products and services offered by small business concerns.

This information should be used as a tool to assist ordering activities in meeting or exceeding established small business goals. It should also be used as a tool to assist in including small, small disadvantaged, and women-owned small businesses among those considered when selecting pricelists for a best value determination.

For orders exceeding the micropurchase threshold, customers are to give preference to small business concerns when two or more items at the same delivered price will satisfy their requirement.

1. GEOGRAPHIC SCOPE OF CONTRACT:

Domestic delivery is delivery within the 48 contiguous states, Alaska, Hawaii, Puerto Rico, Washington, DC, and U.S. Territories. Domestic delivery also includes a port or consolidation point, within the aforementioned areas, for orders received from overseas activities.

Overseas delivery is delivery to points outside of the 48 contiguous states, Washington, DC, Alaska, Hawaii, Puerto Rico, and U.S. Territories.

Offerors are requested to check one of the following boxes:

- The Geographic Scope of Contract will be domestic and overseas delivery.
- The Geographic Scope of Contract will be overseas delivery only.
- The Geographic Scope of Contract will be domestic delivery only.

For Special Item Number 132-53 Wireless Services ONLY, if awarded, list the limited geographic coverage area:

2. CONTRACTOR'S ORDERING ADDRESS AND PAYMENT INFORMATION:

Saicon Consultants, Inc
9300 W. 110th St. Suite 650 Overland Park, Ks 66210

Contractor must accept the credit card for payments equal to or less than the micro-purchase for oral or written orders under this contract. The Contractor and the ordering agency may agree to use the credit card for dollar amounts over the micro-purchase threshold (See GSAR 552.232-79 Payment by Credit Card). In addition, bank account information for wire transfer payments will be shown on the invoice.

The following telephone number(s) can be used by ordering activities to obtain technical and/or ordering assistance:

913-451-1178

3. LIABILITY FOR INJURY OR DAMAGE

testing unless otherwise required by the satellite provider or host nation shall be deferred until Ordering Activity operations permit. Time-Critical Delivery shall be predicated on the availability of COMSATCOM transponded capacity (contracted bandwidth and power, pre-arranged Host Nation Agreements, frequency clearance) or COMSATCOM subscription services (bandwidth, terminals, network resources, etc.).

iii. For SIN 132-54 and SIN 132-55, EXTENDED SERVICE DELIVERY TIMES: the time required under extenuating circumstances for COMSATCOM services to be available after order award. Such extenuating circumstances may include extended time required for host nation agreements or landing rights, or other time intensive service delivery requirements as defined in the individual requirement. Any such extended delivery times will be negotiated between the Ordering Activity and Contractor.

7. DISCOUNTS: Prices shown are NET Prices; Basic Discounts have been deducted.

- a. Prompt Payment: 0 % - 0 days from receipt of invoice or date of acceptance, whichever is later.
- b. Quantity none
- c. Dollar Volume none
- d. Other Special Discounts (i.e. Government Education Discounts, etc.) none

8. TRADE AGREEMENTS ACT OF 1979, as amended:

All items are U.S. made end products, designated country end products, Caribbean Basin country end products, Canadian end products, or Mexican end products as defined in the Trade Agreements Act of 1979, as amended.

9. STATEMENT CONCERNING AVAILABILITY OF EXPORT PACKING:

10. Small Requirements: The minimum dollar of orders to be issued is \$10,000.00.

11. MAXIMUM ORDER (All dollar amounts are exclusive of any discount for prompt payment.)

- a. The Maximum Order for the following Special Item Numbers (SINs) is \$500,000:

- Special Item Number 132-3 - Leasing of Product
- Special Item Number 132-4 – Daily / Short Term Rental
- Special Item Number 132-8 - Purchase of Equipment
- Special Item Number 132-9 - Purchase of Used or Refurbished Equipment
- Special Item Number 132-12 - Equipment Maintenance
- Special Item Number 132-32 - Term Software Licenses
- Special Item Number 132-33 - Perpetual Software Licenses
- Special Item Number 132-34 - Maintenance of Software as a Service
- Special Item Number 132-51 - Information Technology Professional Services
- Special Item Number 132-52 - Electronic Commerce (EC) Services
- Special Item Number 132-53 – Wireless Services
- Special Item Number 132-54 – Commercial Satellite Communications (COMSATCOM) Transponded Capacity
- Special Item Number 132-55 – Commercial Satellite Communications (COMSATCOM) Subscription Services

- b. The Maximum Order for the following Special Item Numbers (SINs) is \$25,000:

- Special Item Number 132-50 - Training Courses

12. ORDERING PROCEDURES FOR FEDERAL SUPPLY SCHEDULE CONTRACTS

Ordering activities shall use the ordering procedures of Federal Acquisition Regulation (FAR) 8.405 when placing an order or establishing a BPA for supplies or services. These procedures apply to all schedules.

- a. FAR 8.405-1 Ordering procedures for supplies, and services not requiring a statement of work.
- b. FAR 8.405-2 Ordering procedures for services requiring a statement of work.

13. FEDERAL INFORMATION TECHNOLOGY/TELECOMMUNICATION STANDARDS

REQUIREMENTS: ordering activities acquiring products from this Schedule must comply with the provisions of the Federal Standards Program, as appropriate (reference: NIST Federal Standards Index). Inquiries to determine whether or not specific products listed herein comply with Federal Information Processing Standards (FIPS) or Federal Telecommunication Standards (FED-STDS), which are cited by ordering activities, shall be responded to promptly by the Contractor.

13.1 FEDERAL INFORMATION PROCESSING STANDARDS PUBLICATIONS (FIPS PUBS):

Information Technology products under this Schedule that do not conform to Federal Information Processing Standards (FIPS) should not be acquired unless a waiver has been granted in accordance with the applicable "FIPS Publication." Federal Information Processing Standards Publications (FIPS PUBS) are issued by the U.S. Department of Commerce, National Institute of Standards and Technology (NIST), pursuant to National Security Act. Information concerning their availability and applicability should be obtained from the National Technical Information Service (NTIS), 5285 Port Royal Road, Springfield, Virginia 22161. FIPS PUBS include voluntary standards when these are adopted for Federal use. Individual orders for FIPS PUBS should be referred to the NTIS Sales Office, and orders for subscription service should be referred to the NTIS Subscription Officer, both at the above address, or telephone number (703) 487-4650.

13.2 FEDERAL TELECOMMUNICATION STANDARDS (FED-STDS): Telecommunication products under this Schedule that do not conform to Federal Telecommunication Standards (FED-STDS) should not be acquired unless a waiver has been granted in accordance with the applicable "FED-STD." Federal Telecommunication Standards are issued by the U.S. Department of Commerce, National Institute of Standards and Technology (NIST), pursuant to National Security Act. Ordering information and information concerning the availability of FED-STDS should be obtained from the GSA, Federal Acquisition Service, Specification Section, 470 East L'Enfant Plaza, Suite 8100, SW, Washington, DC 20407, telephone number (202)619-8925. Please include a self-addressed mailing label when requesting information by mail. Information concerning their applicability can be obtained by writing or calling the U.S. Department of Commerce, National Institute of Standards and Technology, Gaithersburg, MD 20899, telephone number (301)975-2833.

14. CONTRACTOR TASKS / SPECIAL REQUIREMENTS (C-FSS-370) (NOV 2003)

- (a) Security Clearances: The Contractor may be required to obtain/possess varying levels of security clearances in the performance of orders issued under this contract. All costs associated with obtaining/possessing such security clearances should be factored into the price offered under the Multiple Award Schedule.
- (b) Travel: The Contractor may be required to travel in performance of orders issued under this contract. Allowable travel and per diem charges are governed by Pub .L. 99-234 and FAR Part 31, and are reimbursable by the ordering agency or can be priced as a fixed price item on orders placed under the Multiple Award Schedule. Travel in performance of a task order will only be reimbursable to the extent authorized by the ordering agency. The Industrial Funding Fee does NOT apply to travel and per diem charges.

- (c) **Certifications, Licenses and Accreditations:** As a commercial practice, the Contractor may be required to obtain/possess any variety of certifications, licenses and accreditations for specific FSC/service code classifications offered. All costs associated with obtaining/ possessing such certifications, licenses and accreditations should be factored into the price offered under the Multiple Award Schedule program.
- (d) **Insurance:** As a commercial practice, the Contractor may be required to obtain/possess insurance coverage for specific FSC/service code classifications offered. All costs associated with obtaining/possessing such insurance should be factored into the price offered under the Multiple Award Schedule program.
- (e) **Personnel:** The Contractor may be required to provide key personnel, resumes or skill category descriptions in the performance of orders issued under this contract. Ordering activities may require agency approval of additions or replacements to key personnel.
- (f) **Organizational Conflicts of Interest:** Where there may be an organizational conflict of interest as determined by the ordering agency, the Contractor's participation in such order may be restricted in accordance with FAR Part 9.5.
- (g) **Documentation/Standards:** The Contractor may be requested to provide products or services in accordance with rules, regulations, OMB orders, standards and documentation as specified by the agency's order.
- (h) **Data/Deliverable Requirements:** Any required data/deliverables at the ordering level will be as specified or negotiated in the agency's order.
- (i) **Government-Furnished Property:** As specified by the agency's order, the Government may provide property, equipment, materials or resources as necessary.
- (j) **Availability of Funds:** Many Government agencies' operating funds are appropriated for a specific fiscal year. Funds may not be presently available for any orders placed under the contract or any option year. The Government's obligation on orders placed under this contract is contingent upon the availability of appropriated funds from which payment for ordering purposes can be made. No legal liability on the part of the Government for any payment may arise until funds are available to the ordering Contracting Officer.
- (k) **Overtime:** For professional services, the labor rates in the Schedule should not vary by virtue of the Contractor having worked overtime. For services applicable to the Service Contract Act (as identified in the Schedule), the labor rates in the Schedule will vary as governed by labor laws (usually assessed a time and a half of the labor rate).

15. CONTRACT ADMINISTRATION FOR ORDERING ACTIVITIES: Any ordering activity, with respect to any one or more delivery orders placed by it under this contract, may exercise the same rights of termination as might the GSA Contracting Officer under provisions of FAR 52.212-4, paragraphs (l) Termination for the ordering activity's convenience, and (m) Termination for Cause (See 52.212-4)

16. GSA ADVANTAGE!

GSA Advantage! is an on-line, interactive electronic information and ordering system that provides on-line access to vendors' schedule prices with ordering information. GSA Advantage! will allow the user to perform various searches across all contracts including, but not limited to:

- (1) Manufacturer;
- (2) Manufacturer's Part Number; and
- (3) Product categories.

Agencies can browse GSA Advantage! by accessing the Internet World Wide Web utilizing a browser (ex.: NetScape). The Internet address is <http://www.gsaadvantage.gov>

17. PURCHASE OF OPEN MARKET ITEMS

NOTE: Open Market Items are also known as incidental items, noncontract items, non-Schedule items, and items not on a Federal Supply Schedule contract. Ordering Activities procuring open market items must follow FAR 8.402(f).

For administrative convenience, an ordering activity contracting officer may add items not on the Federal Supply Multiple Award Schedule (MAS) -- referred to as open market items -- to a Federal Supply Schedule blanket purchase agreement (BPA) or an individual task or delivery order, **only if-**

- (1) All applicable acquisition regulations pertaining to the purchase of the items not on the Federal Supply Schedule have been followed (e.g., publicizing (Part 5), competition requirements (Part 6), acquisition of commercial items (Part 12), contracting methods (Parts 13, 14, and 15), and small business programs (Part 19));
- (2) The ordering activity contracting officer has determined the price for the items not on the Federal Supply Schedule is fair and reasonable;
- (3) The items are clearly labeled on the order as items not on the Federal Supply Schedule; and
- (4) All clauses applicable to items not on the Federal Supply Schedule are included in the order.

18. CONTRACTOR COMMITMENTS, WARRANTIES AND REPRESENTATIONS

a. For the purpose of this contract, commitments, warranties and representations include, in addition to those agreed to for the entire schedule contract:

- (1) Time of delivery/installation quotations for individual orders;
- (2) Technical representations and/or warranties of products concerning performance, total system performance and/or configuration, physical, design and/or functional characteristics and capabilities of a product/equipment/ service/software package submitted in response to requirements which result in orders under this schedule contract.
- (3) Any representations and/or warranties concerning the products made in any literature, description, drawings and/or specifications furnished by the Contractor.

b. The above is not intended to encompass items not currently covered by the GSA Schedule contract.

c. The maintenance/repair service provided is the standard commercial terms and conditions for the type of products and/or services awarded.

19. OVERSEAS ACTIVITIES

The terms and conditions of this contract shall apply to all orders for installation, maintenance and repair of equipment in areas listed in the pricelist outside the 48 contiguous states and the District of Columbia, except as indicated below:

Upon request of the Contractor, the ordering activity may provide the Contractor with logistics support, as available, in accordance with all applicable ordering activity regulations. Such ordering activity support will be provided on a reimbursable basis, and will only be provided to the Contractor's technical personnel whose services are exclusively required for the fulfillment of the terms and conditions of this contract.

20. BLANKET PURCHASE AGREEMENTS (BPAs)

The use of BPAs under any schedule contract to fill repetitive needs for supplies or services is allowable. BPAs may be established with one or more schedule contractors. The number of BPAs to be established is within the discretion of the ordering activity establishing the BPA and should be based on a strategy that is expected to maximize the effectiveness of the BPA(s). Ordering activities shall follow FAR 8.405-3 when creating and implementing BPA(s).

21. CONTRACTOR TEAM ARRANGEMENTS

Contractors participating in contractor team arrangements must abide by all terms and conditions of their respective contracts. This includes compliance with Clauses 552.238-74, Industrial Funding Fee and Sales Reporting, i.e., each contractor (team member) must report sales and remit the IFF for all products and services provided under its individual contract.

22. INSTALLATION, DEINSTALLATION, REINSTALLATION

The Davis-Bacon Act (40 U.S.C. 276a-276a-7) provides that contracts in excess of \$2,000 to which the United States or the District of Columbia is a party for construction, alteration, or repair (including painting and decorating) of public buildings or public works with the United States, shall contain a clause that no laborer or mechanic employed directly upon the site of the work shall received less than the prevailing wage rates as determined by the Secretary of Labor. The requirements of the Davis-Bacon Act do not apply if the construction work is incidental to the furnishing of supplies, equipment, or services. For example, the requirements do not apply to simple installation or alteration of a public building or public work that is incidental to furnishing supplies or equipment under a supply contract. However, if the construction, alteration or repair is segregable and exceeds \$2,000, then the requirements of the Davis-Bacon Act applies.

The ordering activity issuing the task order against this contract will be responsible for proper administration and enforcement of the Federal labor standards covered by the Davis-Bacon Act. The proper Davis-Bacon wage determination will be issued by the ordering activity at the time a request for quotations is made for applicable construction classified installation, deinstallation, and reinstallation services under SIN 132-8 or 132-9.

23. SECTION 508 COMPLIANCE.

I certify that in accordance with 508 of the Rehabilitation Act of 1973, as amended (29 U.S.C. 794d), FAR 39.2, and the Architectural and Transportation Barriers Compliance Board Electronic and Information Technology (EIT) Accessibility Standards (36 CFR 1194) General Services Administration (GSA), that all IT hardware/software/services are 508 compliant:

Yes _____

No _____

The offeror is required to submit with its offer a designated area on its website that outlines the Voluntary Product Accessibility Template (VPAT) or equivalent qualification, which ultimately becomes the Government Product Accessibility Template (GPAT). Section 508 compliance information on the supplies and services in this contract are available at the following website address (URL): www.saiconinc.com _____

The EIT standard can be found at: www.Section508.gov/.

24. PRIME CONTRACTOR ORDERING FROM FEDERAL SUPPLY SCHEDULES.

Prime Contractors (on cost reimbursement contracts) placing orders under Federal Supply Schedules, on behalf of an ordering activity, shall follow the terms of the applicable schedule and authorization and include with each order –

- (a) A copy of the authorization from the ordering activity with whom the contractor has the prime contract (unless a copy was previously furnished to the Federal Supply Schedule contractor); and
- (b) The following statement:

This order is placed under written authorization from _____ dated _____. In the event of any inconsistency between the terms and conditions of this order and those of your Federal Supply Schedule contract, the latter will govern.

25. INSURANCE—WORK ON A GOVERNMENT INSTALLATION (JAN 1997)(FAR 52.228-5)

(a) The Contractor shall, at its own expense, provide and maintain during the entire performance of this contract, at least the kinds and minimum amounts of insurance required in the Schedule or elsewhere in the contract.

(b) Before commencing work under this contract, the Contractor shall notify the Contracting Officer in writing that the required insurance has been obtained. The policies evidencing required insurance shall contain an endorsement to the effect that any cancellation or any material change adversely affecting the Government's interest shall not be effective—

(1) For such period as the laws of the State in which this contract is to be performed prescribe; or

(2) Until 30 days after the insurer or the Contractor gives written notice to the Contracting Officer, whichever period is longer.

(c) The Contractor shall insert the substance of this clause, including this paragraph (c), in subcontracts under this contract that require work on a Government installation and shall require subcontractors to provide and maintain the insurance required in the Schedule or elsewhere in the contract. The Contractor shall maintain a copy of all subcontractors' proofs of required insurance, and shall make copies available to the Contracting Officer upon request.

26. SOFTWARE INTEROPERABILITY.

Offerors are encouraged to identify within their software items any component interfaces that support open standard interoperability. An item's interface may be identified as interoperable on the basis of participation in a Government agency-sponsored program or in an independent organization program. Interfaces may be identified by reference to an interface registered in the component registry located at <http://www.core.gov>.

27. ADVANCE PAYMENTS

A payment under this contract to provide a service or deliver an article for the United States Government may not be more than the value of the service already provided or the article already delivered. Advance or pre-payment is not authorized or allowed under this contract. (31 U.S.C. 3324)

**TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY (IT)
PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER 132-51) AND IDENTITY
ACCESS MANAGEMENT PROFESSIONAL SERVICES
(SPECIAL ITEM NUMBER 132-60F)**

******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/IAM 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/IAM 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/IAM Professional Services.

9. INDEPENDENT CONTRACTOR

All IT/IAM 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/IAM 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/IAM PROFESSIONAL SERVICES AND PRICING

a. The Contractor shall provide a description of each type of IT/IAM Service offered under Special Item Numbers 132-51 IT/IAM Professional Services should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.

b. Pricing for all IT/IAM Professional Services shall be in accordance with the Contractor's customary commercial practices; e.g., hourly rates, monthly rates, term rates, and/or fixed prices, minimum general experience and minimum education.

The following is an example of the manner in which the description of a commercial job title should be presented:

EXAMPLE: Applications Programmer

Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Designs, codes, tests, debugs, and documents.

Minimum Education: A Bachelor's degree in communications, computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: 2 years applicable experience.

**USA COMMITMENT TO PROMOTE
SMALL BUSINESS PARTICIPATION
PROCUREMENT PROGRAMS**

PREAMBLE

(Name of Company) provides commercial products and services to ordering activities. We are committed to promoting participation of small, small disadvantaged and women-owned small businesses in our contracts. We pledge to provide opportunities to the small business community through reselling opportunities, mentor-protégé programs, joint ventures, teaming arrangements, and subcontracting.

COMMITMENT

To actively seek and partner with small businesses.

To identify, qualify, mentor and develop small, small disadvantaged and women-owned small businesses by purchasing from these businesses whenever practical.

To develop and promote company policy initiatives that demonstrate our support for awarding contracts and subcontracts to small business concerns.

To undertake significant efforts to determine the potential of small, small disadvantaged and women-owned small business to supply products and services to our company.

To insure procurement opportunities are designed to permit the maximum possible participation of small, small disadvantaged, and women-owned small businesses.

To attend business opportunity workshops, minority business enterprise seminars, trade fairs, procurement conferences, etc., to identify and increase small businesses with whom to partner.

To publicize in our marketing publications our interest in meeting small businesses that may be interested in subcontracting opportunities.

We signify our commitment to work in partnership with small, small disadvantaged and women-owned small businesses to promote and increase their participation in ordering activity contracts. To accelerate potential opportunities please contact ([Stephen D. Bean, 913-451-1178x13, stephen@saiconinc.com, 913-451-1126](mailto:stephen@saiconinc.com)).

BPA NUMBER _____

**(CUSTOMER NAME)
BLANKET PURCHASE AGREEMENT**

Pursuant to GSA Federal Supply Schedule Contract Number(s) _____, Blanket Purchase Agreements, the Contractor agrees to the following terms of a Blanket Purchase Agreement (BPA) EXCLUSIVELY WITH (ordering activity):

(1) The following contract items can be ordered under this BPA. All orders placed against this BPA are subject to the terms and conditions of the contract, except as noted below:

MODEL NUMBER/PART NUMBER	*SPECIAL BPA DISCOUNT/PRICE
_____	_____
_____	_____
_____	_____

(2) Delivery:

DESTINATION	DELIVERY SCHEDULES / DATES
_____	_____
_____	_____
_____	_____

(3) The ordering activity estimates, but does not guarantee, that the volume of purchases through this agreement will be _____.

(4) This BPA does not obligate any funds.

(5) This BPA expires on _____ or at the end of the contract period, whichever is earlier.

(6) The following office(s) is hereby authorized to place orders under this BPA:

OFFICE	POINT OF CONTACT
_____	_____
_____	_____
_____	_____

(7) Orders will be placed against this BPA via Electronic Data Interchange (EDI), FAX, or paper.

(8) Unless otherwise agreed to, all deliveries under this BPA must be accompanied by delivery tickets or sales slips that must contain the following information as a minimum:

- (a) Name of Contractor;
- (b) Contract Number;
- (c) BPA Number;
- (d) Model Number or National Stock Number (NSN);
- (e) Purchase Order Number;

- (f) Date of Purchase;
- (g) Quantity, Unit Price, and Extension of Each Item (unit prices and extensions need not be shown when incompatible with the use of automated systems; provided, that the invoice is itemized to show the information); and
- (h) Date of Shipment.

(9) The requirements of a proper invoice are specified in the Federal Supply Schedule contract. Invoices will be submitted to the address specified within the purchase order transmission issued against this BPA.

(10) The terms and conditions included in this BPA apply to all purchases made pursuant to it. In the event of an inconsistency between the provisions of this BPA and the Contractor's invoice, the provisions of this BPA will take precedence.

BASIC GUIDELINES FOR USING “CONTRACTOR TEAM ARRANGEMENTS”

Federal Supply Schedule Contractors may use “Contractor Team Arrangements” (see FAR 9.6) to provide solutions when responding to a ordering activity requirements.

These Team Arrangements can be included under a Blanket Purchase Agreement (BPA). BPAs are permitted under all Federal Supply Schedule contracts.

Orders under a Team Arrangement are subject to terms and conditions of the Federal Supply Schedule Contract.

Participation in a Team Arrangement is limited to Federal Supply Schedule Contractors.

Customers should refer to FAR 9.6 for specific details on Team Arrangements.

Here is a general outline on how it works:

- The customer identifies their requirements.
- Federal Supply Schedule Contractors may individually meet the customer's needs, or -
- Federal Supply Schedule Contractors may individually submit a Schedules “Team Solution” to meet the customer's requirement.
- Customers make a best value selection.

Job descriptions and education/experience

Applications Programmer

Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Designs, codes, tests, debugs, and documents.

Minimum Education: A Bachelor's degree in communications, computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: 2 years applicable experience.

Applications Systems Analyst/Programmer - Intermediate

Under general supervision, formulates and defines system scope and objectives through research and fact-finding to develop or modify moderately complex information systems. Prepares detailed specifications from which programs will be written. Designs, codes, tests, debugs, documents, and maintains those programs. Competent to work on most phases of applications systems analysis and programming activities, but requires instruction and guidance in other phases.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 3 years applicable experience.

Applications Systems Analyst/Programmer - Senior

Under general direction, formulates and defines system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications from which programs will be written. Designs, codes, tests, debugs, and documents those programs. Competent to work at the highest technical level of all phases of applications systems analysis and programming activities. May be responsible for completion of a phase of a project. Regularly provides guidance and training to less-experienced analyst/programmers.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 5 years applicable experience.

Business Process Consultant

Responsible for most complex systems process analysis, design, and simulation. Requires highest-level understanding of organization's business systems and industry requirements. Focus is on process analysis and re-engineering, with an understanding of technical problems and solutions as they relate to the current and future business environment. Creates process change by integrating new processes with existing ones and communicating these changes to impacted Business Systems teams. Recommends and facilitates quality improvement efforts. May lead re-engineering team and act as project manager in some cases.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 6 years applicable experience.

Business Subject Matter Specialist

Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 2 years applicable experience.

Business Systems Analyst - Intermediate

Under general supervision, formulates and defines systems scope and objectives through research and fact-finding combined with an understanding of applicable business systems and industry requirements. With this knowledge, develops or modifies moderately complex information systems. Includes analysis of business and user needs, documenting requirements, and revising existing system logic difficulties as necessary. Guides and advises less-experienced Business Systems Analysts. Competent to work in some phases of systems analysis and considers the business implications of the application of technology to the current business environment.

Minimum Education: A Bachelor's degree in business, management, finance, or a mathematics-intensive discipline.

General Experience: 5 years applicable experience.

Business Systems Analyst - Senior

Under general direction, formulates and defines systems scope and objectives based on both user needs and a good understanding of applicable business systems and industry requirements. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Includes analysis of business and user needs, documentation of requirements, and translation into proper system requirement specifications. Guides and advises less-experienced Business Systems Analysts. Competent to work at the highest technical level of most phases of systems analysis while considering the business implications of the application of technology to the current and future business environment.

Minimum Education: A Bachelor's degree in business, management, finance, or a mathematics-intensive discipline.

General Experience: 8 years applicable experience.

Business Systems Specialist

Top-level technical contributor with expertise in particular business processes responsible for formulating systems scope and objectives relative to the organization's business plan and industry requirements. Acts independently or as a member of a project team responsible for providing technical guidance concerning the business implications of the application of various systems. Provides technical consulting on complex projects. Devises and/or modifies procedures to solve the most complex technical problems related to computer equipment capacity and limitations, operating time, and form of desired results. Creates detailed specifications from which programs will be written. May have quality assurance responsibilities.

Minimum Education: A Bachelor's degree in business, management, computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 7 years applicable experience.

Chief Information Security Officer

Ensures information systems are functional and secure. Develops and oversees all systems and network security infrastructure, policies and guidelines. Manages teams of security analysts to ensure facility and information technology systems are secure from external and internal threats. Monitors industry security trends and implements new information security policies throughout the organization.

Minimum Education: A Bachelor's degree in business, management, finance, computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, or a mathematics-intensive discipline.

General Experience: 10 years applicable experience.

Client/Server Database Manager

Projects long-range requirements for client/server database administration in conjunction with other managers in the information systems function as well as business function managers. Prepares activity and progress reports regarding the client/server database management section.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 10 years applicable experience.

Client/Server Network Architect

Top-level technical expert responsible for design and development of a client/server environment. Develops strategy of client/server system and the design infrastructure necessary to support that strategy. Advises on selection of technological purchases with regards to processing, data storage, data access, and applications development. Sets standards for the client/server relational database structure for the organization (SQL, ORACLE, SYBASE, etc.). Advises of feasibility of potential future projects to management.

Minimum Education: A Master's degree in computer science, electrical or electronics engineering, information systems, or equivalent.

General Experience: 10 years applicable experience.

Client/Server Support Analyst

Under general supervision, assists with personal computer operating systems software and communication system software. Designs, tests, and maintains personal computer systems. Responsible for analyzing and solving personal computer-related problems. Responsible for security, integrity, and reliability of personal computer systems. Tests and integrates new hardware, systems, and modifications to existing equipment and systems. Performs research/investigations, analysis, design, testing, and installation of supported hardware and software. Schedules installation of new hardware and software and modifications to existing systems. Monitors performance of hardware and its capacity in all assigned locations. Recommends and implements enhancements to existing hardware and systems.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 2 years applicable experience.

Communications Analyst - Intermediate

Under general supervision, assists Senior Level Communications Analyst or Department Manager in the planning, design, and implementation of communications networks. Responsible for providing assistance and technical support for network design activities. Assists in the review/assessment of user needs. May conduct feasibility studies for projects. May assist in the evaluation and selection of equipment. Frequently reports to Data/Voice Communications Management or Internal Communications Systems Consultant.

Minimum Education: A Bachelor's degree in communications, computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: 2-4 years experience in telecommunications with particular emphasis in traffic engineering and network design.

Communications Analyst - Senior

Under general direction, assists in the planning, design, and implementation of communications networks. Responsible primarily for the assessment and optimization of network design through review and assessment of user needs. Conducts feasibility studies for large projects, develops requests for proposal, evaluates vendor products, and makes recommendations on selection. May function as lead position providing guidance and training to less-experienced analysts. Frequently reports to a Data/Voice Communications Manager or Internal Communications Systems Consultant.

Minimum Education: A Bachelor's degree in communications, computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: minimum 5 years experience in telecommunications with strong emphasis in network design, traffic engineering, equipment vendors, and carriers.

Communications Facility Engineer

Provides technical direction and engineering knowledge for communications systems infrastructure activities, including planning, designing, and implementing communications infrastructure requirements for buildings and systems. Ensures that adequate and appropriate planning is provided to direct building architects and planners in building communications spaces and media pathways meet industry standards.

Minimum Education: A Bachelor's degree in communications, computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: 8 years applicable experience.

Communications Installer

Assists in the planning, design, and implementation of communications networks. Responsible for providing assistance and technical support for network design activities. Assists in the review/assessment of user needs. Performs feasibility studies for small projects. Assists in the evaluation and selection of equipment.

Minimum Education: A Bachelor's degree in communications, computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: 5 years applicable experience.

Communications Transmission Engineer

Provides technical direction and engineering knowledge for communications activities including planning, designing, installing, and maintaining large communications networks. Develops, operates, and maintains voice, wireless, video, and data communications systems. Provides complex engineering or analytical tasks and activities associated with one or more technical areas within the communications function.

Minimum Education: A Bachelor's degree in communications, computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: 7 years applicable experience.

Computer Operations Manager

Responsible for all activities relating to the operation of centralized data processing equipment and peripheral information systems equipment. Establishes detailed schedules for the utilization of all equipment in the computer operations section to obtain maximum utilization. Assigns personnel to various operations and directs their activities. Reviews and evaluates work and prepares performance reports. Confers with and advises subordinates on administrative policies and procedures, technical problems, priorities, and methods. Consults with personnel in other information systems sections to coordinate activities.

Prepares activity and progress reports regarding the computer operations section. Frequently reports to a Director of Information systems Operations.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: 7 years applicable experience.

Consultant

Works with end user groups to evaluate and solve technical problems. Evaluates existing systems and/or user needs to analyze, design, recommend, and implement system changes.

Minimum Education: A Bachelor's degree in business, management, or other relevant content area.

General Experience: 6 years applicable experience.

Data Architect

Designs and builds relational databases. Develops strategies for data acquisitions, archive recovery, and implementation of a database. Works in a data warehouse environment, which includes data design, database architecture, metadata and repository creation. Translates business needs into long-term architecture solutions. Defines, designs, and builds dimensional databases. Develops data warehousing blueprints, evaluating hardware and software platforms, and integrating systems. Evaluates reusability of current data for additional analyses. Reviews object and data models and the metadata repository to structure the data for better

management and quicker access.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 2 years applicable experience.

Data Communications Manager – Planning & Implementation

Ensures that adequate and appropriate planning is provided for remote hardware and communications facilities to develop and implement methodologies for analysis, installation, and support of distributed processing client/server systems. Provides coordination in the analysis, acquisition, and installation of hardware, software, and facilities. Manages the training and efforts of a staff engaged in system and network planning, analysis and monitoring activities. Frequently reports to a Telecommunications Department Director/Manager or Planning and Engineering Manager.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 8-10 years experience in software/hardware LAN and WAN network design and analysis.

Data Entry Supervisor

Supervises all data entry activities. Assigns work to personnel and directs activities. Reviews and evaluates work and prepares performance reports. Frequently reports to a Computer Operations Manager or Production Control Supervisor.

Minimum Education: An Associate's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: 3 years applicable experience.

Data Security Administration Manager

Directs and implements the necessary controls and procedures to cost-effectively protect information systems assets from intentional or inadvertent modification, disclosure, or destruction. Provides guidance and direction for the physical protection of information systems assets to other functional units. Provides reports to superiors regarding effectiveness of data security and makes recommendations for the adoption of new procedures. Assigns work to subordinates, monitors performance, and conducts performance appraisals. Interviews and makes recommendations for additional staff.

Minimum Education: A Bachelor's degree in science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: 10 years applicable experience.

Data Security Analyst - Intermediate

Under general supervision, performs all procedures necessary to ensure the safety of information systems assets and to protect systems from intentional or inadvertent access or destruction. Interfaces with user community to understand their security needs and implements procedures to accommodate them. Ensures that user community understands and adheres to necessary procedures to maintain security. Conducts accurate evaluation of the level of security required. Provides management with status reports. Frequently reports to a Data Security Administration Manager.

Minimum Education: A Bachelor's degree in science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: 5 years applicable experience.

Data Security Analyst - Senior

Under general direction, performs all procedures necessary to ensure the safety of information systems and to protect systems from intentional or inadvertent access or destruction. Interfaces with user community to understand their security needs and implements procedures to accommodate them. Ensures that user community understands and adheres to necessary procedures to maintain security. May require familiarity with domain structures, user authentication, and digital signatures. Conducts accurate evaluation of the level of security required. May require understanding of firewall theory and configuration. Must be able to weigh business needs against security concerns and articulate issues to management.

Minimum Education: A Bachelor's degree in science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: 7 years applicable experience.

Data Warehousing Administrator

Coordinates the data administration technical function for both data warehouse development and maintenance. Plans and oversees the technical transitions between development, testing, and production phases of the workplace. Facilitates change control, problem management, and communication among data architects, programmers, analysts, and engineers. Establishes and

enforces processes to ensure a consistent, well-managed, and well-integrated data warehouse infrastructure. Expands and improves data warehouse to include data from all functions of the organization using data manipulation, transformation and cleansing tools.

Minimum Education: A Bachelor's degree in science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: 5 years applicable field experience.

Data Warehousing Analyst

Works in a data warehouse environment, which includes data design, database architecture, and metadata and repository creation. Reviews data loaded into the data warehouse for accuracy. Responsible for the development, maintenance and support of an enterprise data warehouse system and corresponding data marts. Troubleshoots and tunes existing data warehouse applications. Conducts research into new data warehouse applications and determines viability for adoption. Assists in establishing development standards. Evaluates existing subject areas stored in the data warehouse. Incorporates existing subject areas into an enterprise model. Creates new or enhanced components of the data warehouse.

Minimum Education: A Bachelor's degree in science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: 2 years applicable field experience.

Data Warehousing Programmer

Responsible for product support and maintenance of the data warehouse. Performs data warehouse design and construction. Codes and documents scripts and stored procedures. Designs/implements data strategy methods. Develops appropriate programs and systems documentation. Assists with Meta data repository management. Prepares/implements data verification and testing methods for the data warehouse. Creates index and view scripts.

Minimum Education: A Bachelor's degree in science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: 2 years applicable field experience.

Data Warehousing Project Manager

Works in a data warehouse environment, which includes data design, database architecture, metadata and repository creation. Responsible for leading data warehouse team in development

and enhancements of the data warehouse user interface. Establishes user requirements. Creates new standards and procedures related to end user and internal interface development. Works with Data Architect on technical issues and system architecture definition. Translates high-level work plans and converts to detailed assignments for team members. Monitors status of assignments and reviews work for completion and quality.

Minimum Education: A Bachelor's degree in science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: minimum 5 years applicable experience.

Data/Configuration Management Specialist

Provides configuration management planning. Describes provisions for configuration identification, change control, configuration status accounting, and configuration audits. Regulates the change process so that only approved and validated changes are incorporated into product documents and related software.

Minimum Education: A Bachelor's degree in science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 5 years applicable experience.

Database Administrator

Participates in the design, creation, and maintenance of computerized databases. Responsible for quality control and auditing of databases to ensure accurate and appropriate use of data. Works with management to develop database strategies to support company needs. Consults with and advises users on access to various databases. Works directly with users to resolve data conflicts and inappropriate data usage. Directs the maintenance and use of the corporate data dictionary.

Minimum Education: A Bachelor's degree in science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 2-4 years applicable experience.

Database Analyst/Programmer - Intermediate

Under general supervision, designs, implements and maintains moderately complex databases. Maintains database dictionaries and integration of systems through database design. Competent

to work on most phases of database administration but may require some instruction and guidance in other phases.

Minimum Education: A Bachelor's degree in science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 2 years applicable field experience.

Database Analyst/Programmer - Senior

Under general direction, designs, implements and maintains complex database with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and security, documentation and statistical methods. Includes maintenance of database dictionaries, overall monitoring of standards and procedures and integration of systems through database design. Competent to work at the highest level of all phases of database management.

Minimum Education: A Bachelor's degree in science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 4 years applicable field experience.

Database Manager

Responsible for all activities related to the administration of computerized databases. Assigns personnel to various projects and directs their activities. Reviews and evaluates work and prepares performance reports. Confers with and advises subordinates on administrative policies and procedures, technical problems, priorities, and methods. Consults with and advises users of various databases. Projects long-range requirements for database administration in conjunction with other managers in the information systems function as well as business function managers. Prepares activity and progress reports regarding the database management section.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: 5-7 years applicable experience.

Disaster Recovery Administrator

Under general supervision, responsible for the overall security and integrity of organizational

electronic data, data systems, and data networks. Designs and administers programs to include policies, standards, guidelines, training programs, and a viable quality assurance process for disaster recovery. Oversees and reviews the testing and implementation of software, data systems, and data networks to ensure that the integrity and security of all electronic data and data systems are adequately protected. Oversees and facilitates the preparation of an organization-wide business resumption plan. Responsible for ensuring the business resumption plan adequately addresses the organization's requirements and established time frames. Responsible for day-to-day security administration of the organization's data systems and data networks including systems access administration.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: 5 years experience in disaster recovery/business resumption planning.

Disaster Recovery Analyst

Responsible for security and integrity of assigned electronic data, data systems, and data networks. Designs and administers programs to include policies, standards, guidelines, training programs and a viable quality assurance process for disaster recovery. Oversees and reviews the testing and implementation of software, data systems and data networks to insure that the integrity and security of all electronic data and data systems are adequately protected. Oversees and facilitates the preparation of an organization-wide business resumption plan. Responsible for insuring the business resumption plan adequately addresses the organization's requirements and established time frames.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: 5 years applicable field experience.

Documentation Specialist - Intermediate

Under general supervision, prepares and/or maintains systems, programming, and operations documentation, including user manuals. Maintains a current internal documentation library. Competent to work on most phases of documentation.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, Education, English or Literature or business/finance.

General Experience: 3 years applicable experience.

Documentation Specialist - Senior

Under general supervision, is responsible for preparing and/or maintaining systems, programming, and operations documentation, procedures, and methods including user manuals and reference manuals. Maintains a current internal documentation library. Provides or coordinates special documentation services as required. Competent to work at the highest level of all phases of documentation. May act as project leader for large positions.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, Education, English or Literature or business/finance.

General Experience: 5 years applicable experience.

E-Business Manager

Sets direction and guides action plans and priorities of electronic commerce, marketing, and communications. Develops and facilitates organizational models and structure changes needed to meet the evolving electronic business strategies. Establishes and implements enterprise-wide business systems.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, management, or a mathematics-intensive discipline.

General Experience: 10 years applicable experience.

Electronic Data Interchange (EDI) Manager

Responsible for daily electronic data interchange (EDI) operations of an organization. Develops and executes strategies for Internet-based interchange capabilities. Coordinates and implements new EDI methods and systems and enhances and upgrades the existing systems. Finds EDI solutions for business operations. Establishes and maintains communications and trading partner routings, including online orders and fulfillment systems. Audits the quality of data provided, provides security and backup, and ensures system disaster recovery processes are in place. Resolves trading partner's technical problems involving EDI. Develops technical design documentation. Ensures customer/vendor agreements meet legal requirements. Responsible for internal training of EDI and related staff.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 6-8 years applicable experience.

Electronic Data Interchange (EDI) Specialist

Provides support for EDI database analysis, design, and operations. Establishes and maintains communications within organization and with partners. Conducts and manages product evaluations. Provides product installation, configuration, and training. Performs systems maintenance to update records, specifications, and operating procedures of partner systems. Maintains EDI account transaction activities. Frequently reports to an Electronic Data Interchange Manager.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 4 years applicable experience.

Electronic Mail Coordinator

Monitors servers, replication, and mail routing. Creates user accounts and maintains security levels on databases. Provides first-level telephone support and troubleshoots. Monitors existing messaging infrastructure and server usage, ensuring proper working order.

Minimum Education: A Bachelor's degree in computer science, information systems, or business administration.

General Experience: 2 years applicable experience.

Engineering Subject Matter Specialist

Provides technical knowledge and analysis of highly specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation, and implementation advice on exceptionally complex problems that necessitate high-level knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, modeling, simulation, testing, integration, documentation and presentation phases.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 10 years applicable experience.

ERP Business/Architectural Specialist

Adapts functional business requirements and processes to technical solutions based upon comprehensive enterprise application solution sets. Enterprise resource planning and management processes, including but not limited to: knowledge management, investment analysis, data warehousing, e-commerce, return on investment analysis, human resource

analysis, material management and logistics, supply chain management, procurement, ordering, manufacturing, decision support, and information dissemination.

Minimum Education: A Bachelor's degree in business, management, computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, natural sciences, social sciences, mathematics, or finance.

General Experience: 10 years applicable experience.

ERP Business Analyst - Intermediate

Under general supervision, serves as subject matter expert associated with content, processes, and procedures associated with enterprise applications. Applies functional knowledge to design and customize workflow systems that provide seamless integration for client/server applications. Writes functional requirements, develops test plans, and works with production issues.

Minimum Education: A Bachelor's degree in business, management, computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, natural sciences, social sciences, mathematics, or finance.

General Experience: 4 years applicable experience.

ERP Business Analyst - Senior

Under general direction, serves as senior subject matter expert associated with content, processes, and procedures associated with ERP. Defines detailed requirements, analyzes business needs, and validates solutions with the client. Details requirements through product development and other functions to support the project team. Monitors other business analysts in software development methods and processes and implementation of those methods. Evaluates development projects and assists in tailoring the development process to meet the project needs.

Minimum Education: A Bachelor's degree in business, management, computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, natural sciences, social sciences, mathematics, or finance.

General Experience: 6 years applicable experience.

ERP Programmer

Under general supervision, works primarily in ERP client/server enterprise application. Designs and develops all aspects of data conversion. Builds application tables, panels, and reports. Codes individual modules and complex functions. Develops application tables, panels, and reports for projects. Responsible for software integration and external interface development.

Troubleshoots and resolves testing issues. Responsible for technical documentation.

Minimum Education: A Bachelor's degree in business, management, computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, natural sciences, social sciences, mathematics, or finance.

General Experience: 4 years applicable experience.

Graphics Specialist

Responsible for graphics design and use, operation, and setup of computer graphic systems for business communications. Executes graphic projects and assists in coordination of all graphic production scheduling. Coordinates production support with outside vendors, as needed. Ensures that graphic projects are completed on time, within budget, and to user's satisfaction. Interfaces with users to determine scope of project and best graphic medium. Trains other personnel in proper use of computer graphic equipment. Troubleshoots computer equipment problems and performs minor preventive maintenance. Frequently reports to a department manager or information systems management.

Minimum Education: A Bachelor's degree in fine arts or graphic design.

General Experience: 2 years applicable experience.

Groupware Specialist

Responsible for the implementation, maintenance, and support of organization messaging system. May work closely with first tier support staff to solve system problems. Ensures smooth integration of all groupware systems in a particular environment. Provides technical support on local groupware replication and client dial-up access issues. Prepares documentation that will assist in the maintenance of the groupware system. May serve as an internal consultant to developers, assisting them in the area of server supports, security, ID files, and other development issues that will aid the process. Requires solid working knowledge of WANs, LANs, and telecommunication concepts as they relate to the groupware system and database replication.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 5 years applicable experience.

Help Desk Coordinator - Intermediate

Under general supervision, responds to and diagnoses problems through discussions with users. Includes problem recognition, research, isolation, and resolution steps. Typically is able to resolve less complex problems immediately, while more complex problems are assigned to

senior level support. May involve use of problem management database and help desk systems.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 2 years applicable experience.

Help Desk Coordinator - Senior

Under general direction, responsible for ensuring the timely process through which problems are controlled. Includes problem recognition, research, isolation, resolution, and follow-up steps. Requires experience and understanding of MIS environment. Typically involves use of problem management database and help desk system. May provide guidance/training for less-experienced personnel.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 4 years applicable experience.

Help Desk Manager

Has overall responsibility for help desk operations associated with the identification, prioritization, and resolution of reported problems. Ensures that all phases of help desk support are properly coordinated, monitored, logged, tracked, and resolved appropriately. May maintain responsibility for development, maintenance, and integrity of help desk software.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 7 years applicable field experience.

Help Desk Specialist

Provides support to end users on a variety of issues. Identifies, researches, and resolves technical problems. Responds to telephone calls, email, and personnel requests for technical support. Documents, tracks, and monitors the problem to ensure a timely resolution.

Minimum Education: An Associate's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 2 years applicable experience.

Help Desk Support Services Specialist - Intermediate

Under general supervision, provides second-tier support to end users for PC, server, or mainframe applications and hardware. Handles problems that the first-tier of help desk support is unable to resolve. May interact with network services, software systems engineering, and/or applications development to restore service and/or identify and correct core problem. Simulates or recreates user problems to resolve operating difficulties. Recommends systems modifications to reduce user problems. Maintains currency and high level of technical skill in field of expertise. Escalates more complex problems to senior level.

Minimum Education: An Associate's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 4 years applicable experience.

Help Desk Support Services Specialist - Senior

Under general direction, provides second-tier support to end users for PC, server, or mainframe applications and hardware. Handles problems that the first-tier of help desk support is unable to resolve. May interact with network services, software systems engineering, and/or applications development to restore service and/or identify and correct core problem. Simulates or recreates user problems to resolve operating difficulties. Recommends systems modifications to reduce user problems. Maintains currency and highest level of technical skill in field of expertise.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 6 years applicable experience.

Information Assurance Development Engineer

Analyzes and defines security requirement for computer systems which may include mainframes, workstations, and personal computers. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 4 years applicable experience.

Information Assurance Engineer

Establishes and satisfies complex system-wide information security requirements based upon the analysis of user, policy, regulatory, and resource demands. Supports customers at the highest levels in the development and implementation of doctrine and policies. Applies know-how to government and commercial common user systems, as well as to dedicated special purpose systems requiring specialized security features and procedures.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 5 years applicable experience.

Information Assurance Network Specialist

Analyzes general information assurance-related technical problems and provides basic engineering and technical support in solving these problems. Designs, develops, engineers, and implements solutions that meet network security requirements. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 5 years applicable experience.

Information Assurance Systems/Network Specialist

Installs, configures, and maintains organization's operating systems. Analyzes and resolves problems associated with server hardware, NT, applications software. Detects, diagnoses, and reports NT related problems on both NT server and NT desktop systems. Performs a wide variety of tasks in software/hardware maintenance and operational support of NT Server systems.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 5 years applicable experience.

Information Center Consultant

Under general supervision of Information Center Manager, may support unlimited end user groups. Works with users to solve problems with available technology including hardware, software, and peripherals. Studies and analyzes systems needs, trains users on software and hardware, handles troubleshooting, and provides quality assurance review of user systems. Acts

as project manager, typically performs time estimates, and regularly reviews status of projects. May have specialization in particular software that would be utilized in an end user environment. Keeps abreast of technological developments and may install new hardware and software for user groups. Frequently reports to an Information Center Manager.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 5 years applicable experience.

Information Center Specialist

Under general direction, advises and assists users in problem-solving activities using information center tools. Assists in the selection and installation of information center tools. Evaluates new and existing software products. Competent to work at the highest technical level of all phases of information center activities.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 3years applicable experience.

Information Security Business Analyst

Determines enterprise information security standards. Develops and implements information security standards and procedures. Ensures that all information systems are functional and secure.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or a mathematics-intensive discipline.

General Experience: 6 years applicable experience.

Information Services Consultant

Top-level technical expert supporting unlimited end user groups. Works with user groups to solve business problems with available technology including hardware, software, databases, and peripherals. Requires high level of diverse technical experience related to studying and analyzing systems needs, systems development, systems process analysis, design, and re-engineering. Has skills and experience related to business management, systems engineering, operations research, and management engineering. Typically requires specialization in particular software or business application utilized in an end user environment. Keeps abreast of technological developments and applications.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or a mathematics-intensive discipline.

General Experience: 10 years applicable experience.

Information systems Auditor - Intermediate

Under general supervision, audits moderately complex new and existing information systems applications to ensure that appropriate controls exist, that processing is efficient and accurate, and that systems and procedures are in compliance with corporate standards. Competent to work on most phases of information systems auditing.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 2 years applicable experience.

Information systems Auditor - Senior

Under general direction, audits the most complex new and existing information systems applications to ensure that appropriate controls exist, that processing is efficient and accurate, and that information systems procedures are in compliance with corporate standards. Competent to work at the highest level of all phases of information systems auditing.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 5 years applicable experience.

Information systems Training Specialist - Intermediate

Under general supervision, organizes and conducts moderately complex training and educational programs for information systems or user personnel. Maintains records of training activities, employee progress, and program effectiveness. Competent to work on most phases of information systems training.

Minimum Education: A Bachelor's degree in computer science, information systems, business, management, training and development, or human resources.

General Experience: 5 years applicable experience.

Information systems Training Specialist - Senior

Under general direction, organizes, prepares, and conducts complex training and educational programs for information systems or user personnel. May design and develop in-house

programs. Maintains records of training activities, employee progress, and program effectiveness. Competent to work at the highest level of all phases of information systems training.

Minimum Education: A Bachelor's degree in computer science, information systems, business, management, training and development, or human resources.

General Experience: 8 years applicable experience.

Internal Communications Systems Consultant

Provides systems guidance for current and proposed investments in telecommunications and network facilities and/or services from the development of communications software through financial implementation review. Researches present and future communication technologies. Works closely with system users to provide direction/assistance in identification and resolution of user problems. May supervise a group of planning analysts responsible for research/technical assistance for the user group.

Minimum Education: A Bachelor's degree in computer science, information systems, finance, physical science, engineering, or a mathematics-intensive discipline.

General Experience: 8-10 years experience in telecommunications with emphasis on systems analysis, LAN/WAN telecommunications network design, and traffic engineering.

IT Subject Matter Specialist

Provides extremely high-level subject matter proficiency for work described in the task. Provides advanced technical knowledge and analysis of highly specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation, training, and implementation advice on complex problems that require doctorate level knowledge of the subject matter for effective implementation.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 6 – 8 years applicable experience.

LAN Administrator - Intermediate

Under general supervision, responsible for the acquisition, installation, maintenance, and usage of the organization's local area network. Manages LAN performance and maintains LAN security. Ensures that security procedures are implemented and enforced. Installs all network software. Evaluates, develops, and maintains telecommunications systems. Troubleshoots LAN problems. Establishes and implements LAN policies, procedures, and standards and ensures their conformance with information systems and organization objectives. Trains users on LAN

operation. Frequently reports to a PC support manager or Senior LAN Administrator.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline. Network equipment vendor certifications.

General Experience: 2-4 years applicable experience.

LAN Administrator - Senior

Under general direction, responsible for administration and day-to-day operation of organization's local area network (LAN). Provides integrated team support and maintenance of LAN hardware and software. Maintains integrity of the LAN hardware and software. Installs LAN software upgrades, including planning and scheduling, testing and coordination. Studies vendor products to determine those which best meet organization needs; assists in presentation of information to management resulting in purchase, and installation of hardware, software, and telecommunications equipment. Performs LAN security procedures, including implementing login requests. Evaluates new products and technologies to determine impact on existing system configurations. Prepares proposals, cost/benefit analyses, and feasibility studies. Provides liaison support between the PC/LAN team, vendors, and internal support group as needed. Frequently reports to an information systems executive.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline. Network equipment vendor certifications.

General Experience: 5-7 years applicable experience.

LAN Support Technician - Intermediate

Under general supervision, monitors and responds to technical control facility hardware and software problems utilizing hardware and software testing tools and techniques. May interface with vendor support service groups to ensure proper escalation during outages or periods of degraded system performance. May assist with installation of terminals and associated hardware. May provide LAN server support. Requires strong knowledge of PC/LAN communications hardware/software, in a multi-protocol environment, and network management software.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 2-4 years experience in data communications troubleshooting.

LAN Support Technician - Senior

Under general direction, monitors and responds to complex technical control facility hardware and software problems utilizing a variety of hardware and software testing tools and techniques. Provides primary interface with vendor support service groups or provides internal analysis and support to ensure proper escalation during outages or periods of degraded system performance. May provide LAN server support. Requires extensive knowledge of PC/LAN communications hardware/software in a multi-protocol environment and network management software. May function as lead position providing guidance and training for less-experienced technicians.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline. Network equipment vendor certifications.

General Experience: 4 years experience in data communications troubleshooting.

LAN/WAN Administrator

Monitors LAN, WAN, and servers. Provides batch monitoring, tape back-up, and restoration. Administers mail system and implements new database architecture. Monitors and conducts performance evaluation of networks. Supports, installs, maintains, and troubleshoots all local area and wide area networking devices and related software for branch offices and internal and external networks.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline. Network equipment vendor certifications.

General Experience: 5 years applicable experience.

LAN/WAN Integrator

Responsible for the overall integration of the enterprise-wide network including the planning, design, installation, maintenance, management, and coordination of the corporate LAN/WAN (may include local, metropolitan, and wide area networks). Has responsibility for technical architecture and recommendations related to LAN/WAN. Is typically a top-level technical contributor with advanced knowledge and experience in the area of local and wide area networking, communications, and related hardware/software. Maintains high level of technical expertise and studies vendor products to determine those which best meet organization needs. Presents information to management, which may result in the purchase and installation of hardware, software, and telecommunications equipment. Recommends network security procedures and policies. Knowledgeable in a multi-platform operating environment. May work with Voce and/or Data Communications Analysts.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline. Network equipment vendor certifications.

General Experience: 8 years applicable experience.

LAN/WAN/MAN Administrator

Monitors LAN, WAN, MAN, and servers. Provides batch monitoring, tape backup, and restoration. Supports, installs, maintains, and troubleshoots all local area and wide area networking devices and related software for branch offices and internal and external networks.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 4 years applicable experience.

Network Control Technician

Tests and analyzes all elements of complex network facilities (including power, software, communications devices, lines, modems, and terminals). Monitors and controls the performance and status of the network resources. Utilizes software and hardware tools and identifies and diagnoses complex problems and factors affecting network performance.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 3 years applicable experience.

Network Engineer - Intermediate

Under general supervision, oversees the purchase, installation, and support of network communications, including LAN/WAN systems. Works on problems of diverse scope where analysis of situation requires evaluation and judgment. Responsible for evaluating current systems. Assists in the planning of large-scale systems projects through vendor comparison and cost studies. Requires thorough knowledge of LAN/WAN systems, networks, and applications.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance. Network equipment vendor certifications.

General Experience: 2-5 years applicable experience.

Network Engineer - Senior

Under general direction, manages the purchase, installation, and support of network communications, including LAN/WAN systems. Responsible for evaluating current systems. Works on complex problems where analysis of situation requires in-depth evaluation of various factors. Plans large-scale systems projects through vendor comparison and cost studies. Provides work leadership and training to lower level network engineers. Requires expert knowledge of LAN/WAN systems, networks, and applications.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance. Network equipment vendor certifications.

General Experience: minimum 5 years applicable experience.

Network Operations Supervisor

Provides first level guidance/direction (either as a full-time supervisory position or on a project management basis) to network operation and maintenance analysts, technicians, and/or engineers. Performs technical analysis of complex software, hardware, and transmission facility using various diagnostic tools in support of efficient network operations. Provides guidance/direction for engineering efforts and test and evaluation programs. Performs on-site engineering when required. Frequently reports to a Regional Manager or Operations Manager.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 5 years experience in operations, maintenance, and sustained engineering of LAN to WAN internetworking.

Network Planning Analyst – Intermediate

Under general supervision, plans and evaluates moderately complex existing network systems and makes recommendations for resources required to maintain and/or expand service levels. Provides assistance in network planning, engineering, architecture, and the development of technical standards and interface applications. Evaluates new products as assigned. Provides resolution for network problems. Frequently reports to a higher Network Planning position or a Telecommunications Department Director/Manager.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 4-6 years experience in telecom networks.

Network Planning Analyst - Senior

Under general direction, plans and evaluates complex existing network systems and makes recommendations for resources required to maintain and/or expand service levels. Provides highly skilled technical assistance in network planning, engineering, and architecture. Develops technical standards and interface applications, identifies and evaluates new products, and provides resolution for network problems. May interface with vendors to identify and purchase hardware and software. May function as lead position for other Network Planning Analysts. Frequently reports to a Telecommunications Department Director/Manager or a higher Network Planning position.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 6-8 years experience in telecom networks.

Network Planning Manager

Responsible for long-term strategic planning to ensure network capacity meets current and future network requirements including planning for remote hardware and communications facilities, development and implementation of methodologies for system analysis, installation, and support. Defines and develops methodology to ensure compatibility of all software and hardware products at each facility. Provides ongoing coordination in the analysis, acquisition, and installation of remote hardware and software. May supervise Network Planning Analysts. Frequently reports to a Telecommunications Department Director/Manager or Planning and Engineering Manager.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 6-8 years applicable experience.

Network Systems Administrator

Provides system administration of Network, Web, and/or communication systems, including Local Area Network (LAN) and Wide Area Network (WAN) systems, involving network security. Prepares technical implementation plans that provide integrated solutions including actions, milestones, timelines, and critical paths required for complete solutions.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline. Network equipment vendor certifications.

General Experience: 2 years applicable experience.

Network Systems Manager

Supervises all personnel engaged in the operation and support of network facilities, including all communications equipment in large scale or multi-shift operations. Supervises complex operations that involve two or more additional functions such as, but not limited to, network operations, systems security, systems software support, and production support activities.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, or a mathematics-intensive discipline.

General Experience: 5 years applicable experience.

Network/Hardware Support Technician

Monitors and responds to hardware, software, and network problems. Provides the routine testing and analysis of all elements of the network facilities (including power, software, communications machinery, lines, modems, and terminals). Monitors and controls the performance and status of the network resources.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 3 years applicable experience.

Operations Manager - Data Communications

Manages all aspects of the daily operation for data network(s) in either a standalone data network environment in a voice and data separated network environment. Develops project plans for the implementation of new telecommunications technology and systems. Directs technical analysis of complex software, hardware, and transmission systems. Coordinates with vendors involved in providing communication activities.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 6 years applicable experience.

Operations Manager - Voice Communications

Manages all aspects of the daily operation for voice network(s) in either a standalone voice network OR in a voice and data separated network environment. Develops project plans for the implementation of new telecommunications technology and systems. Directs technical analysis of complex software, hardware, and transmission systems.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 6 years applicable experience.

Operations Systems Manager

Provides assistance and oversight for all information systems operations activities, including computer and telecommunications/communications operations, data entry, data control, operations support, operating systems programming, system security policy procedures, and/or web strategy and operations. Provides input to policy level discussions regarding standards and budget constraints.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 6 years applicable experience.

Operations/Network LAN Administrator

Supports, monitors, tests, and troubleshoots hardware and software problems pertaining to LAN. Recommends and schedules repairs. Provides end users support for all LAN- based applications. Installs and configures workstations.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline. Network equipment vendor certifications.

General Experience: 2 years applicable experience.

Operations/Technical Support Analyst

Provides technical guidance for directing and monitoring information systems operations. Implements machine modifications to increase the capacity of the system. Directs compilation of records and reports concerning production, machine malfunctioning and maintenance.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 2 years applicable experience.

Operations/Technical Support Manager

Responsible for all activities relating to technical guidance for planning, directing, and

monitoring information systems operations. Plans and recommends machine modifications or additional equipment to increase the capacity of the system. Prepares operational cost estimates for current and proposed projects. Evaluates vendor proposals for purchases of hardware. May manage related outsourcing contracts and service levels. Directs compilation of records and reports concerning production, machine malfunctioning, and maintenance. May advise or consult on organizational, procedural, and workflow plans, methods, and procedures analysis. Analyzes the results of workflow plans, monitors the operating system(s), and recommends changes to improve processing and utilization. May have departmental staff responsibility. Frequently reports to an Information Systems Operations Manager or Director of Information systems Operations.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 6 years applicable experience.

PC Products Analyst

Under general supervision, analyzes and evaluates microcomputer products and systems available in the marketplace. Analyzes such products for compatibility, expandability, and ease of use and support. Recommends to management the support or nonsupport of evaluated products. Participates in the development and customization of products. Designs application options/screens compatible with mainframe applications. Prepares product development documentation regarding use of product. Frequently reports to a PC Support Manager.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 4 years applicable experience.

PC Systems Specialist

Under general supervision, performs analytical, technical, and administrative work in the planning, design, and installation of new and existing personal computer systems. Works on moderately complex applications. Confers with end users to determine types of hardware and software required. Writes programs to fulfill requirements or selects appropriate off-the-shelf software and modifies to suit. May maintain or utilize telecommunications protocols. Installs new hardware and maintains existing hardware. Trains end users in use of equipment and software. Frequently reports to a PC Support Manager.

Minimum Education: Associates or Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 2-4 years applicable experience.

PC/LAN Management Analyst - Intermediate

Under general supervision, works closely with business and management and staff on LAN support, network design, and configuration in a multi-server environment. Responsible for the installation/configuration and support of client servers, application support software, and implementation of new business software applications. Participates with client in the installation/configuration of equipment and software. Analyzes and coordinates resolution of network problems. Provides technical support and guidelines to client and systems areas through documentation. Requires experience with Token Ring.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 4 years applicable experience.

PC/LAN Management Analyst - Senior

Under general direction, provides consultation to business area management and staff at the highest technical level for all aspects of PC/LAN design and configuration in a multi-server environment. Plans and coordinates the installation of new or modified Local Area Networks and installs and coordinates the resolution of network problems or malfunctions. Provides technical support and guidelines to client and systems areas through documentation. Requires experience with Token Ring.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 6 years applicable experience.

Project Engineer

Manages long-term IT engineering projects. Performs engineering design evaluations and works to complete projects within budget and scheduling restraints. Develops, implements, and monitors information systems policies and controls to ensure data accuracy, security, and regulatory compliance. Reviews reports of computer and peripheral equipment production, malfunction, and maintenance to determine and address problems.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 6 years applicable experience.

Program Manager – Senior

Plans, directs, and co-ordinates a cross-functional team's activities to manage and implement project and/or interrelated programs from contract/proposal initiation to final operational stage. Proposes and develops add-on program opportunities. Leads matrixed teams to develop plans that model program commitments and timing. Leads the project/program team(s) in determining client requirements and translating requirements into operational plans. Determines, monitors, and reviews all project/program economics to includes costs, operational budgets, staffing requirements, resources and risk. Identifies and assembles the appropriate blend of resources to meet program needs and requirements; monitors and reports on activities related to the project/program. Meets with customers to review program scope/progress and resolve program issues. Controls project/program requirements, scope, and change management issues. Works with senior management on program proposals, bids, contracts, estimates, and schedules.

Minimum Education: A Bachelor's degree in computer science, information systems, physical science, engineering, business, or a mathematics-intensive discipline. PMP desirable.

General Experience: 8 years applicable experience.

Program Manager

Plans, directs, and co-ordinates a cross-functional team's activities to manage and implement project and/or interrelated programs from contract/proposal initiation to final operational stage. Proposes and develops add-on program opportunities. Leads matrixed teams to develop plans that model program commitments and timing. Leads the project/program team(s) in determining client requirements and translating requirements into operational plans. Determines, monitors, and reviews all project/program economics to includes costs, operational budgets, staffing requirements, resources and risk. Identifies and assembles the appropriate blend of resources to meet program needs and requirements; monitors and reports on activities related to the project/program. Meets with customers to review program scope/progress and resolve program issues. Controls project/program requirements, scope, and change management issues. Works with senior management on program proposals, bids, contracts, estimates, and schedules.

Minimum Education: A Bachelor's degree in computer science, information systems, physical science, engineering, business, or a mathematics-intensive discipline. PMP desirable.

General Experience: 4 years applicable experience.

Project Analyst - Senior

Under minimal direction, leads project planning, scheduling, monitoring, and reporting activities for small to medium projects. Facilitates needs assessment and the development of recommended project control solutions to be used for planning, scheduling and tracking projects through integration of various project management tools. Determines, monitors, and reviews all project economics to include costs, operational budgets, staffing requirements, resources, and risk. Contributes to project estimation process. Plans,

schedules, monitors, and reports on activities related to the project, including sub-contractor monitoring. Integrates and uses specific industry methodologies (such as systems development, product development, and so forth). Ensures adherence to legally binding requirements. Controls project requirements, scope and change management issues. Establishes appropriate metrics for measuring key project criteria. Manages changes in operational plan. Assists in the training of the project team on application of procedures.

Minimum Education: A Bachelor's degree in computer science, information systems, physical science, engineering, business, or a mathematics-intensive discipline. PMP desirable.

General Experience: 6 years applicable experience.

Project Analyst

Under minimal direction, leads project planning, scheduling, monitoring, and reporting activities for small to medium projects. Facilitates needs assessment and the development of recommended project control solutions to be used for planning, scheduling and tracking projects through integration of various project management tools. Determines, monitors, and reviews all project economics to include costs, operational budgets, staffing requirements, resources, and risk. Contributes to project estimation process. Plans, schedules, monitors, and reports on activities related to the project, including sub-contractor monitoring. Integrates and uses specific industry methodologies (such as systems development, product development, and so forth). Ensures adherence to legally binding requirements. Controls project requirements, scope and change management issues. Establishes appropriate metrics for measuring key project criteria. Manages changes in operational plan. Assists in the training of the project team on application of procedures.

Minimum Education: A Bachelor's degree in computer science, information systems, physical science, engineering, business, or a mathematics-intensive discipline.

General Experience: 3 years applicable experience.

Project Manager – Senior

Responsible for all aspects of the development and implementation of assigned projects and provides a single point of contact for those projects. Takes projects from original concept through final implementation. Interfaces with all areas affected by the project including end users, computer services, and client services. Defines project scope and objectives. Develops detailed work plans, schedules, project estimates, resource plans, and status reports. Conducts project meetings and is responsible for project tracking and analysis. Ensures adherence to quality standards and reviews project deliverables. Manages the integration of vendor tasks and tracks and reviews vendor deliverables. Provides technical and analytical guidance to project team. Recommends and takes action to direct the analysis and solutions of problems.

Minimum Education: A Bachelor's degree in computer science, information systems, physical science, engineering, business, or a mathematics-intensive discipline. PMP desirable.

General Experience: 8 years applicable experience.

Project Manager

Responsible for all aspects of the development and implementation of assigned projects and provides a single point of contact for those projects. Takes projects from original concept through final implementation. Interfaces with all areas affected by the project including end users, computer services, and client services. Defines project scope and objectives. Develops detailed work plans, schedules, project estimates, resource plans, and status reports. Conducts project meetings and is responsible for project tracking and analysis. Ensures adherence to quality standards and reviews project deliverables. Manages the integration of vendor tasks and tracks and reviews vendor deliverables. Provides technical and analytical guidance to project team. Recommends and takes action to direct the analysis and solutions of problems.

Minimum Education: A Bachelor's degree in computer science, information systems, physical science, engineering, business, or a mathematics-intensive discipline. PMP desirable.

General Experience: 4 years applicable experience.

Quality Assurance Analyst - Intermediate

Under general supervision, carries out procedures to ensure that all information systems, products, and services meet minimum organization standards and end-user requirements. Thoroughly tests software to ensure proper operation and freedom from defects. Documents and works to resolve all problems. Reports progress on problem resolution to management. Devises improvements to current procedures and develops models of possible future configurations. Performs workflow analysis and recommends quality improvements. Frequently reports to a Quality Assurance Manager.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 6 years applicable experience.

Quality Assurance Analyst - Senior

Under general direction, carries out procedures to ensure that all information systems, products, and services meet organization standards and end-user requirements. Performs and leads tests of software to ensure proper operation and freedom from defects. May create test

data for applications. Documents and works to resolve all complex problems. Reports progress on problem resolution to management. Devises improvements to current procedures and develops models of possible future configurations. Acts as information resource about assigned areas to technical writers and other Quality Assurance Analysts. Performs complex workflow analysis and recommends quality improvements. Frequently reports to a Quality Assurance Manager.

Minimum Education: A Bachelor's degree in computer science, mathematics, engineering, or a mathematics-intensive discipline, or an applicable training certificate from an accredited institution.

General Experience: 7 years experience of increasing complexity.

Quality Assurance Specialist

Provides development of project Software Quality Assurance Plan and the implementation of procedures that conforms to the requirements of the contract. Provides an independent assessment of how the project's software development process is being implemented relative to the defined process and recommends methods to optimize the organization's process.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 4 years applicable experience.

Security Coordinator

Coordinates, develops, and evaluates security programs for an organization. Works under supervision of Security Manager to implement physical facility security policies and procedures or information technology systems security policies and procedures.

Minimum Education: An Associates or Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 2 years applicable experience.

Site Manager

Provides applications systems analysis and programming activities for a Government site, facility or multiple locations. Prepares long and short-range plans for application selection, systems development, systems maintenance, and production activities and for necessary support

resources.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 10 years applicable experience.

Software Architect

Works independently designing and developing new software products or major enhancements to existing software. May lead a large development team in the design of highly complex software systems. Acts as highest-level technical expert, addressing problems of systems integration, compatibility, and multiple platforms. Responsible for project completion. Performs feasibility analysis on potential future projects to management.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline. Additional software and/or hardware vendor certifications.

General Experience: 8-10 years applicable experience.

Software Developer - Intermediate

Under general supervision, develops codes, tests, and debugs new software or enhancements to existing software. Has good understanding of business applications. Works with technical staff to understand problems with software and resolve them. Resolves customer complaints with software and responds to suggestions for improvements and enhancements. May assist in development of software user manuals.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline. Additional software and/or hardware vendor certifications.

General Experience: 4-6 years applicable experience.

Software Developer - Senior

Under general direction, participates as high-level technical expert in design development, coding, testing, and debugging new software or significant enhancements to existing software. Works with technical staff to understand problems with software and develops specifications to resolve them. Resolves customer complaints and responds to suggestions for improvements and enhancements. Participates in the development of software user manuals. May act as team leader on less complex projects. Assists in training less experienced software development staff.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline. Additional software and/or hardware vendor certifications.

General Experience: 6-8 years applicable field experience.

Software Systems Engineer - Intermediate

Under general supervision, works from specifications to develop or modify moderately complex software programming applications. Assists with design, coding, benchmark testing, debugging, and documentation of programs. Applications generally deal with utility programs, position control language, macros, subroutines, and other control modules. Competent to work on most phases of software systems programming applications, but requires instruction and guidance in other phases.

Minimum Education: A Bachelor's degree in computer science, information systems, physical science, engineering, or a mathematics-intensive discipline. Additional software and/or hardware vendor certifications.

General Experience: 5 years applicable experience.

Software Systems Engineer - Senior

Under general direction, formulates and defines specifications for complex operating software programming applications or modifies/maintains complex existing applications using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents those programs. Responsible for applications dealing with the overall operating system, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Competent to work at this highest technical level on all phases of software systems programming applications. May have responsibility for the evaluation of new and existing software products. May assist other systems programmers to effectively utilize the system's technical software.

Minimum Education: A Master's degree from an accredited college or university in Computer Science, Information systems, Engineering, Business, Mathematics, or other related scientific or technical discipline. Additional software and/or hardware vendor certifications.

General Experience: 10 years applicable experience.

Strategic Planner

Provides strategic planning of large projects or a significant segment of a strategic planning portion of a large complex project. Provides the overall approach to clarify mission statements so they can be used as springboards in envisioning their desired future. Assists in developing mission and vision statements, subsequent goal delineation, provides guidance

for building operational plans and specifying measurable outcomes to include capital outlay planning efforts in a consolidated strategic planning process and prioritizes those initiatives.

Minimum Education: A Bachelor's degree in business, management, finance, computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 6 years applicable experience.

Systems Administrator - Intermediate

Under general supervision, responsible for installing, configuring, and maintaining operating system workstations and servers, including web servers, in support of business processing requirements. Performs software installations and upgrades to operating systems and layered software packages. Schedules installations and upgrades and maintains them in accordance with established IT policies and procedures. Monitors and tunes the system to achieve optimum performance levels. Ensures workstation/server data integrity by evaluating, implementing, and managing appropriate software and hardware solutions. Ensures data/media recoverability by implementing a schedule of system backups and database archive operations. Supports media management through internal methods and procedures or through offsite storage and retrieval services. Develops and promotes standard operating procedures. Conducts routine hardware and software audits of workstations and servers to ensure compliance with established standards, policies, and configuration guidelines. Develops and maintains a comprehensive operating system hardware and software configuration database/library of all supporting documentation.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance. Additional software and/or hardware vendor certifications.

General Experience: 4 years applicable experience.

Systems Administrator - Senior

Under general direction, responsible for activities related to system administration. Assigns personnel to various projects, directs their activities, and evaluates their work. Ensures long-term requirements of systems operations and administration are included in the overall information systems planning of the organization. Responsible for the installation, maintenance, configuration, and integrity of computer software. Implements operating system enhancements that will improve the reliability and performance of the system.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming,

management, natural sciences, social sciences, mathematics or business/finance. Additional software and/or hardware vendor certifications.

General Experience: 6-8 years experience of increasing complexity.

Systems Analysis and Programming Director

Develops software within an organization. Directs the software engineering function in developing, releasing, and maintaining software applications/operating systems according to business needs.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 10 years applicable experience.

Systems Engineer

Performs a variety of systems engineering tasks and activities that are broad in nature and are concerned with major systems design, integration, and implementation, including personnel, hardware, software, budgetary, and support facilities, and/or equipment. Provides quality assurance review and the evaluation of new and existing software products.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 4 years applicable experience.

Systems Management Technologist

Analyzes, develops, operates, and maintains software libraries and catalogs. Provides support and direction for user groups in the use of the software/hardware systems and programs to support an integrated system.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 8 years applicable experience.

Technical Editor

Responsible for content of technical documentation. Checks author's document for spelling, grammar, and content problems (e.g., missing instructions or sections; redundant or unnecessary sections). Accuracy of content may fall under this position or the programmer,

depending on the expertise of the editor. Ensures that documents follow the style laid out in the organization's style guide. May also be responsible for maintaining the style guide. Suggests revisions to the style guide as appropriate. Editor is often a technical writer who has moved to this position. Note: This description is for a technical editor in a large software house or an editor in a technical lab, which produces papers for publication. Newsletter, newspaper, or magazine editors should not be matched to this position.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, Education, English or Literature or business/finance.

General Experience: 3 years applicable experience.

Technical Writer

Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. Coordinates the display of graphics and the production of the document.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, Education, English or Literature or business/finance.

General Experience: 3 years applicable experience.

Telecommunications Analyst/Technician

Provides maintenance of the switching equipment. Performs more complex activities for routine maintenance on switch. Reads and interprets circuit diagrams and electrical schematics.

Minimum Education: An Associates or Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, Education, English or Literature or business/finance.

General Experience: 2 years applicable experience.

Telecommunications Engineer/Analyst – Intermediate

Under general supervision, responsible for moderately complex engineering and/or analytical activities associated with one or more technical areas within the telecom function (such as, but not limited to, network design, engineering, implementation, or operations/user support).

Minimum Education: An Associates or Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, Education, English or Literature or business/finance.

General Experience: 2-4 years of technical telecom experience.

Telecommunications Engineer/Analyst - Senior

Under general direction, responsible for complex engineering and/or analytical tasks and activities associated with one or more technical areas within the telecom function such as, but not limited to, network design, engineering, implementation, or operations/user support.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: 6-8 years of technical telecom experience.

Telecommunications Manager - Multiple Incumbents

A multiple incumbent position with broad management responsibility for all areas of the telecommunications function. Position may be structured to address the needs of individual "customer" groups (e.g., organization divisions or business lines) or may reflect total management responsibilities (including planning, engineering, implementation, and operations) for either voice or data communications in a separated network environment.

Manages/coordinates day-to-day planning, design, operations, maintenance, and resource allocation including client server support and strategic and tactical planning. Coordinates with customers, vendors, and corporate management. May be responsible for billing systems. Interfaces with Senior/Executive Management to coordinate telecommunications plans with overall business plan. Frequently reports to Telecommunications Management or information systems management.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: 6-8 years applicable experience.

Telecommunications Manager - Single Incumbent

A single incumbent position with broad management responsibility for all areas of the telecommunications function. Manages and coordinates the day-to-day planning, design, operations, and maintenance of the telecommunications voice and/or data networks including

client server support consistent with customer needs, organization objectives, and technological resources. Responsible for telecommunications strategic and tactical planning. Coordinates with customers, vendors, and corporate management. Responsible for department resource allocation. May be responsible for billing systems. Interfaces with Senior/Executive Management to coordinate telecommunications plans with organization's business plan.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: 6 years applicable experience.

Telecommunications Network Help Desk

Responds to user complaints to research complex problems associated with the organization's telecommunications networks (voice and/or data). Diagnoses problem source through discussions with users. Coordinates with internal company support and operations groups and/or with vendors to resolve problems. Follows up with users to ensure problem has been resolved. Develops supporting documentation of all activities.

Minimum Education: An Associates or Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 2years applicable experience.

Telecommunications Programmer/Systems Analyst - Intermediate

Under general supervision, develops telecommunications solutions to address user needs. May interface with users to define needs. Assists in the design, development, and testing of communications software interface programs. Usually involved in the implementation and testing of projects. Requires knowledge of communication protocols, hardware, and real-time operating system programming. Requires proficiency in one or more programming languages such as Assembler, FORTRAN, or "C".

Minimum Education: An Associates Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 2-4 years experience in telecommunications programming.

Telecommunications Programmer/Systems Analyst - Senior

Under general direction, develops telecommunications software solutions to address user needs. Interfaces with users to define needs. Designs, develops, and tests complex communications software interface programs. Primary responsibilities usually include technical feasibility studies and design phases of project. Requires strong knowledge of communication protocols, hardware, and real time operating system programming. May serve as project leader for lower level programmers. Requires high level of proficiency in one or more programming languages such as Assembler, FORTRAN, or "C".

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 4-6 years applicable experience in telecommunications programming.

Telecommunications Technician

Installs, troubleshoots, repairs, and maintains telecommunications equipment. Provides reports, completes requests for new service, determines methodology for installing telephone service, determines appropriateness of moderate equipment changes or modifications, call switches, test trunks, test links and installs communication circuits.

Minimum Education: An Associates Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 2-4 years applicable experience.

Telecommunications/Communications Integration Engineer

Provides technical direction and analysis for telecommunication activities, including planning, designing, integrating, installing, and maintaining large-scale telecommunications/communications networks and services with computer systems. Applies telecommunications/communications engineering principles and theory to propose design and configuration alternatives. Analyzes network performance, usage and traffic flows, accesses and interfaces, transmission techniques, and protocols to interface with computer systems.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 7 years applicable experience.

Test Engineer

Subject matter specialist providing testing knowledge in support of user requirements for complex to highly complex software/hardware applications. Directs and/or participates in all phases of risk management assessments and software/hardware development with emphasis on analysis of user requirements, test design and test tools selection.

Minimum Education: An Associates Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 2-4 years applicable experience.

UNIX Systems Administrator

Responsible for the installation, configuration, and maintenance of UNIX operating systems. Recognizes and troubleshoots problems with server hardware and applications software. Establishes and documents standards and procedures for management review. Requires extensive knowledge of computer operations and familiarity with shell and kernel programming.

Minimum Education: A Bachelor's degree in An Associate's degree in computer science/systems, information systems/technology, engineering/engineering technology, or software engineering/programming. Network equipment or software vendor certifications.

General Experience: 2-4 years applicable experience.

Voice Communications Administrator

Monitors and responds to facility hardware and software problems. Assists vendor support service groups to ensure proper escalation during outages or periods of degraded system performance. Makes phone system additions, changes, and installs new station equipment. Requires knowledge of monitoring equipment.

Minimum Education: An Associate's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 3 years applicable experience.

Voice Communications Manager – Planning & Implementation

Ensures that adequate and appropriate planning is provided for remote hardware and communications facilities to develop and implement methodologies for analysis, installation, and support of voice communications systems. Provides coordination in the analysis, acquisition, and installation of remote hardware and software. Interfaces with internal and external

customers and vendors to determine system needs. Manages the training and efforts of a staff responsible for system and network planning and analysis activities. May include billing/chargeback responsibilities. Frequently reports to a Telecommunications Department Director/Manager or Planning and Engineering Manager.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 8-10 years experience in software/hardware voice network design and analysis usually in a telephone operating organization.

Voice Communications Technician

Monitors and responds to complex technical control facility hardware and software problems. Interfaces with vendor support service groups to ensure proper escalation during outages or periods of degraded system performance. Maintains PBX/systems and associated hardware.

Minimum Education: An Associate's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 2 years applicable experience.

Web Content Administrator

Responsible for developing and providing content that will motivate and entertain users so that they regularly access the website and utilize it as a major source for information and decision making. Responsible for managing/performing website editorial activities including gathering and researching information that enhances the value of the site. Locates, negotiates, and pursues content. Seeks out customers to gather feedback for website improvement and enhancements. Requires experience in production management, web page design, HTML and web graphics types and standards.

Minimum Education: A Bachelor's degree in fine arts, graphic design, computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: 2 years applicable experience.

Web Content Analyst

Provides for development and content that will motivate and entertain users so that they regularly access the website and utilize it as a major source for information and decision-making. Provides managing/performing website editorial activities including gathering and researching information that enhances the value of the site.

Minimum Education: A Bachelor's degree in marketing, business, computer science/systems, information systems/technology, or graphic design.

General Experience: 1-3 years applicable experience.

Web Designer

Under direct supervision, designs and builds web pages using a variety of graphics software applications, techniques, and tools. Designs and develops user interface features, site animation, and special effects elements. Contributes to the design group's efforts to enhance the appeal of the organization's online offerings. Designs the website to support the organization's strategies and goals relative to external communications.

Minimum Education: A Bachelor's degree in fine arts, graphic design, computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance or an applicable training certificate from an accredited institution.

General Experience: 1-3 years experience in the area of web design. Requires knowledge of web-based technologies including browsers ASP pages, HTML code, object-oriented technology, and graphics software.

Web Marketing Manager

Responsible for developing and implementing the organization's web strategies for promoting products and services through strategic marketing on the website. Responsible for assisting in the creation and implementation of the web marketing plan. Works closely with design and content management team to ensure site meets marketing objectives. Monitors site access patterns to adjust strategies and plans. Requires understanding of web technologies.

Minimum Education: A Bachelor's degree in marketing or business.

General Experience: 3 years applicable experience.

Web Operations Manager

Responsible for ongoing oversight of web strategy and operations. Develops business plan and

annual budget for website function. Accountable for budget, staff planning, management, and product and service delivery. Oversees operational activities of the website(s) with specific attention aimed at content creation and website maintenance. Requires experience with web technologies and web page design.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 6 years applicable experience.

Web Project Manager

Serves as project manager of a development team responsible for planning, developing, and deploying websites including preparation of text, graphics, audio, and video for web pages. Works directly with partners and clients to determine project scope and specifications. Coordinates the work of design and development teams to implement online designs. Reviews progress, manages resources, and ensures overall quality of completed website. Typically requires experience in management and understanding of web technologies.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics or business/finance.

General Experience: 4 years applicable experience.

Web Security Administrator

Under general supervision, performs all procedures necessary to ensure the safety of the organization's website and transactions across the Internet including the protection of confidential order information and external business-to-business connections. Applies Internet firewall and encryption technologies to maintain organizational and customer security. Ensures that the user community understands and adheres to established security procedures. Updates and deletes users, monitors and performs follow-up compliance violations, and develops security policies and practices and guidelines. Requires experience in Firewall/DMZ design and implementation.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: 3 years applicable experience.

Web Security Analyst

Performs all procedures necessary to ensure the safety of the organization's website and transactions across the Internet/intranet. Applies Internet firewall technologies to maintain security. Ensures that the user community understands and adheres to necessary procedures to maintain security. Updates and deletes users, monitors and performs follow-up on compliance violations, and develops security policies, practices, and guidelines.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance.

General Experience: 4 years applicable experience.

Web Software Developer

Designs, develops, troubleshoots, debugs, and implements software code (such as HTML, CGI, and JavaScript) for a component of the website. Works with graphic designers and other members of a project team to develop the site concept, interface design, and architecture of the website. Responsible for interface implementation. Integrates web applications with backend databases. Deploys large web-based transaction systems using application servers. Researches, tests, builds, and coordinates the integration of new products per production and client requirements. Requires strong navigation and site-design instincts.

Minimum Education: A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, or business/finance. Additional software specific certifications.

General Experience: 4 years applicable experience.

Web Technical Administrator

Under general supervision, responsible for achieving overall technical integrity of organization's website. Maintains and upgrades hardware and software including website technical architecture related to hardware and telecommunication connectivity. Administers email, chat, and FTP services. Communicates router configuration changes and troubleshoots system errors and bugs. Maintains servers, creates monitoring reports and logs, and ensures functionality of links. Creates tools to ease production process. Automates routine procedures. Works on system-level services to ensure proper patch levels on applications and operating systems. Monitors database integrity. Monitors site for acceptable performance and user accessibility. Establishes backups and monitors site security. Typically requires experience in systems technologies.

Minimum Education: A Bachelor's degree in computer science, information systems, a physical science, engineering, or a mathematics-intensive discipline.

General Experience: 5 years applicable experience.

SAP BPA Program Manager

Responsible for executing and managing large, complex Independent Verification and Validation (IV&V) projects on SAP implementation efforts. Controls complex contractor teams with teaming partners and/or sub contractors in a multi-task order environment. Plans, directs, and manages complex IV&V projects. Manages all aspects of project personnel, budgets and timelines for delivery projects. Communicates project status to highest management levels.

Minimum Education: A Bachelor's degree or higher in computer science, information systems, engineering, business, or related field. Desired to have PMP and or ITIL certifications.

General Experience: 10 years applicable experience.

SAP IV&V Project Manager

Responsible for executing and managing large, complex IT development efforts, specifically leading and executing IV&V projects on enterprise-wide SAP implementation efforts. Plans, directs, and manages complex IV&V projects while managing and supervising employees of various labor categories and skills. Uses knowledge of software testing to ensure that the system fulfills its requirements and is in accordance with its design intent and applicable standards and conventions. Interacts with multiple contract vendors to arrange and perform independent testing during all stages of the SAP ERP implementation project. Ensures compliance with government regulations, codes, company policies, and procedures.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have PMP and or ITIL certifications. Desired to have SAP certification.

General Experience: 10 years applicable experience.

SAP Deputy Project Manager

Responsible for assisting Project Manager in leading and executing IV&V projects on enterprise-wide SAP IV&V implementation efforts. Plans, directs, and manages complex IV&V projects while managing and supervising employees of various labor categories and skills. Uses knowledge of software testing to ensure that the system fulfills its requirements and is in accordance with its design intent and applicable standards and conventions. Interacts with multiple contract vendors to arrange and perform independent testing during all stages of the SAP ERP implementation project. Ensures compliance with government regulations, codes,

company policies, and procedures.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have PMP and or ITIL certifications. Desired to have SAP certification.

General Experience: 7 years applicable experience.

SAP Project Controller Lead

Responsible for executing and managing ANSI 748-A compliant earned value management systems. Integrates cost and schedule controls. Develops baseline schedule and control of resource-loaded, risk-adjusted schedules. Responsible for Capital Planning and Investment Control. Manages Work Breakdown Structures and WBS Dictionaries. Develops Cost Performance Reports and conducts Integrated Baseline Reviews (IBR).

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have PMP and or ITIL certifications. Desired to have SAP certification.

General Experience: 7-10 years applicable experience.

SAP Project Controller

Responsible for assisting SAP Project Controller Lead with executing and managing ANSI 748-A compliant earned value management systems. Monitors personnel resource loaded schedules and project plan deliverables and milestones. Maintains Work Breakdown Structures and WBS Dictionaries. Develops change requests and update schedules to reflect approved changes. Develops Cost Performance Reports and conducts Integrated Baseline Reviews (IBR).

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have PMP and or ITIL certifications. Desired to have SAP certification.

General Experience: 3-5 years applicable experience.

SAP Business System Analyst

Responsible for business analysis and documentation of IV&V on SAP Projects. Supports the project management lifecycle. Conducts life-cycle Independent Verification and Validation (IV&V) of complex SAP systems. Employees understanding of the SAP Software Development Life Cycle, Configuration Management, Software Testing and Software Quality Assurance. Uses software testing knowledge to ensure that the system fulfills its requirements and is in accordance with its design intent and applicable standards and conventions. Facilitates meetings.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have SAP certification in designated process area of expertise.

General Experience: 5-7 years applicable experience.

SAP Project Administrator

Responsible for coordinating and administration of project. Supports Project Management Lifecycle with project management analysis and documentation. Uses SAP ASAP methodology to support the Software and System Development Lifecycle (SDLC). Support Project Managers and Controllers. Uses Project Scheduling tools. Participates in peer reviews and inspections of PM documents. Facilitates meetings.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have PMP and or ITIL certifications. Desired to have SAP certification in designated process area of expertise.

General Experience: 2-5 years applicable experience.

SAP Administrative Assistant

Responsible for performing a variety of complex administrative functions for all levels of management including external business partners. Manages schedule(s) and coordinates travel arrangements. Coordinates meetings and events, department financial operations, personnel operations, and facility operations. Provides other general office support as needed.

Minimum Education: High School Diploma.

General Experience: 1 year applicable experience.

SAP Technical Publishing Lead

Responsible for technical writing and publishing in support of SAP projects. Uses Microsoft Project, Visio, PowerPoint, Excel, and Word in support of deliverables. Coordinates with multiple teams across the customer organization. Serves as a key communicator for verbal and written information. Manages teams of publishing SMEs and other personnel to complete project deliverables.

Minimum Education: A Bachelor's degree in English, information systems, computer science, or related field. Desired to have PMP and or ITIL certifications. Desired to have SAP certification in designated process area of expertise.

General Experience: 5 years applicable experience.

SAP Technical Publishing SME

Responsible for technical writing and publishing in support of SAP projects. Uses Microsoft Project, Visio, PowerPoint, Excel, and Word in support of deliverables. Coordinates with multiple teams across the customer organization. Serves as a key communicator for verbal and written information. Demonstrates effective listening skills.

Minimum Education: A Bachelor's degree in English, computer science, information systems, or related field. Desired to have SAP certification in designated process area of expertise.

General Experience: 3-5 years applicable experience.

SAP Configuration Management Analyst

Responsible for IV&V activities on development, modifications, enhancements, or proposed/approved changes to the configuration management. Sets up Configuration Management (CM) processes, procedures, tools and templates. Coordinates with multiple teams across the customer organization. Tracks and monitors discrepancy reports (DRs) and Requests for Change (RFCs). Creates Build Reports (BRs) for approval routing. Uses knowledge of ITIL Change and Release Framework in support of responsibilities.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have SAP certification in designated process area of expertise. Desired to have SAP certification in designated process area of expertise.

General Experience: 5 years applicable experience.

SAP SCAMPI Lead Appraiser

Responsible for CMMI implementation and daily hands-on application of the CMMI model v1.2. Uses Standard CMMI Appraisal Method for Process Improvement (SCAMPI) for government clients. Coordinates the Organizational Focus, Process Definition, and Process Product Quality process areas of CMMI. Establishes Process Groups to review proposed policy and procedure changes. Establishes, collects, analyzes, and presents organizational measures to management. Acts as a Lead Auditor and ensures CAR closure. Ability to communicate clearly with the highest levels of management both written and verbally. Manages teams of SAP Appraisers to meet project deliverables.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have PMP and or ITIL certifications. Desired to have SAP certification in designated process area of expertise.

General Experience: 10 years applicable experience.

SAP SCAMPI Appraiser

Responsible for assisting the SAP SCAMPI Lead Appraiser in CMMI implementation and daily hands-on application of the CMMI model v1.2. Uses Standard CMMI Appraisal Method for Process Improvement (SCAMPI) for government clients. Coordinates the Organizational Focus, Process Definition, and Process Product Quality process areas of CMMI. Establishes Process Groups to review proposed policy and procedure changes. Establishes, collects, analyzes, and presents organizational measures to management. Acts as a support auditor and ensures CAR closure. Ability to communicate clearly with the highest levels of management both written and verbally.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have SAP certification in designated process area of expertise.

General Experience: 5 years applicable experience.

SAP Senior Management Analyst

Responsible for project management methodology development and evaluation, process re-engineering across all phases, identifying best practices, change management, business management techniques, organizational development, and information system development methods and practices. Responsible for IV&V activities on development, modifications, enhancements, or proposed/approved changes to the business process requirements. Identifies best practices, and creates and assesses performance measurements. Analyzes key project management areas, such as organizational change, communications, information flow, risk management and cost analysis. Works as part of the Project Management Team.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have PMP and or ITIL certifications. Desired to have SAP certification in designated process area of expertise.

General Experience: 10 years applicable experience.

SAP Requirements Senior Analyst

Responsible for IV&V activities on development, modifications, enhancements, or proposed/approved changes to the business process requirements. Elicits requirements and requirements modeling including captures. Writes requirements specifications using standard templates in clear, understandable language for the appropriate audience. Conducts Business Process Analysis and Business Process Modeling/Notation. Facilitates meetings. Uses experience with Software and System Development Lifecycle (SDLC), preferably within SAP ASAP framework in support of duties.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have PMP and or ITIL certifications. Desired to have SAP certification in designated process area of expertise.

General Experience: 5-7 years applicable experience.

SAP Requirements Analyst

Responsible for assisting the SAP Requirements Senior Analyst with IV&V activities on development, modifications, enhancements, or proposed/approved changes to the business process requirements. Elicits requirements and requirements modeling including captures. Writes requirements specifications using standard templates in clear, understandable language for the appropriate audience. Conducts Business Process Analysis and Business Process Modeling/Notation. Facilitates meetings. Uses experience with Software and System Development Lifecycle (SDLC), preferably within SAP ASAP framework in support of duties.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have PMP and or ITIL certifications. Desired to have SAP certification in designated process area of expertise.

General Experience: 3-5 years applicable experience.

SAP Organizational Change Management Lead Analyst

Responsible for global SAP implementation and leading a team of diverse skill-sets. Defines, implements, and manages organizational change strategies, processes and methodologies, success metrics, impact on business and risk management. Identifies training opportunities and develops training plans. Uses knowledge of project management approaches, tools and phases of the project lifecycle in support of duties. Employs communication planning skills and negotiating skills in support of responsibilities.

Minimum Education: A Bachelor's degree in organizational development, strategy and systems, or related field. Desired to have PMP and or ITIL certifications. Desired to have SAP certification in designated process area of expertise.

General Experience: 7-10 years applicable experience.

SAP Organizational Change Management Senior Analyst

Responsible for assisting the SAP Organizational Change Management Lead Analyst with global SAP implementation and supporting a team of diverse skill-sets. Defines, implements, and maintains organizational change strategies, processes and methodologies, success metrics, impact on business and risk management. Identifies training opportunities and develops training plans. Uses knowledge of project management approaches, tools and phases of the project lifecycle in support of duties. Employs communication planning skills and negotiating

skills in support of responsibilities.

Minimum Education: A Bachelor's degree in organizational development, strategy and systems, or related field. Desired to have PMP and or ITIL certifications. Desired to have SAP certification in designated process area of expertise.

General Experience: 5-7 years applicable experience.

SAP IV&V Lead Engineer

Responsible for conducting complete life-cycle Independent Verification and Validation (IV&V) of complex systems across the core functionality of SAP. Leads small to medium sized teams, working collaboratively with multiple contract vendors. Creates test plans, test specifications, test procedures, test reports, and formal test result presentations. Uses thorough understanding of the Software Development Life Cycle, SAP ASAP, SAP RM, Configuration Management, Software Testing, and Software Quality Assurance in support of duties. Uses knowledge of software testing at various levels to ensure that the system fulfills its requirements and is in accordance with its design intent and applicable standards and conventions. Conducts system verification and validation by examining the correctness, completeness, reliability, and maintainability at each step in the development process to identify flaws or errors promptly in a typical multi-phase software development life cycle (SDLC). Oversees modifications, enhancements, or proposed/approved changes to the software and hardware design. Interacts with multiple contract vendors to arrange and perform independent testing during all stages of an ERP implementation project. Supports functional testing and evaluation and Government Acceptance Testing (GAT). Ensures compliance with government regulations, codes, company policies, and procedures.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have PMP and or ITIL certifications. Desired to have SAP certification in designated process area of expertise.

General Experience: 10 years applicable experience.

SAP IV&V Senior Engineer

Responsible for assisting SAP IV&V Lead Engineer with conducting complete life-cycle Independent Verification and Validation (IV&V) of complex systems across the core functionality of SAP. Creates test plans, test specifications, test procedures, test reports, and formal test result presentations. Uses thorough understanding of the Software Development Life Cycle, SAP ASAP, SAP RM, Configuration Management, Software Testing, and Software Quality Assurance in support of duties. Uses knowledge of software testing at various levels to ensure that the system fulfills its requirements and is in accordance with its design intent and applicable standards and conventions. Conducts system verification and validation by examining the correctness, completeness, reliability, and maintainability at each step in the

development process to identify flaws or errors promptly in a typical multi-phase software development life cycle (SDLC). Supports modifications, enhancements, or proposed/approved changes to the software and hardware design. Interacts with multiple contract vendors to arrange and perform independent testing during all stages of an ERP implementation project. Supports functional testing and evaluation and Government Acceptance Testing (GAT). Ensures compliance with government regulations, codes, company policies, and procedures.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have SAP certification in designated process area of expertise.

General Experience: 5 years applicable experience.

SAP IV&V Engineer

Responsible for conducting IV&V in SAP environment. Creates test plans, test specifications, test procedures, test reports, and formal test result presentations. Uses knowledge of the Software Development Life Cycle, SAP ASAP, SAP RM, Configuration Management, Software Testing and Software Quality Assurance in support of duties. Employs knowledge of software testing at various levels to ensure that the system fulfills its requirements and is in accordance with its design intent and applicable standards and conventions. Conducts system verification and validation by examining the correctness, completeness, reliability, and maintainability at each step in the development process to identify flaws or errors promptly in a typical multi-phase software development life cycle (SDLC). Supports modifications, enhancements, or proposed/approved changes to the software and hardware design.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have SAP certification in designated process area of expertise.

General Experience: 3 years applicable experience.

SAP Solution Architecture Technical SME

Responsible for conducting IV&V on complete life-cycle SAP solutions integration and implementation. Leads small to medium sized teams in organizations, working collaboratively with multiple contract vendors. Creates test plans, test specifications, test procedures, test reports, and formal test result presentations. Conducts system verification and validation by examining the correctness, completeness, reliability, and maintainability at each step in the development process to identify flaws or errors promptly in a typical multi-phase SAP software development life cycle (SDLC). Uses experience and understanding of the sub-components of the SAP landscape required, to including: SAP ECC, SAP CRM, SAP Portals, SAP Business Intelligence, Governance Risk and Controls in support of duties. Uses experience with Public Sector business processes to resolve challenges involving SAP Configuration and Customizing.

Incorporates new technologies and determines their usefulness and appropriate placement within an existing technical architecture and landscape. Interprets SAP solution templates and standards for documentation, especially in blueprint.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have PMP and or ITIL certifications. Desired to have SAP certification in designated process area of expertise.

General Experience: 10 years applicable experience. Knowledge of SAP ECC 6.0/R3, CRM, BI/ BO environment with specific functional knowledge across the core functionality of SAP

SAP ECC Technical SME

Responsible for conducting IV&V on complete life-cycle SAP applications solutions integration and implementation. Creates test plans, test specifications, test procedures, test reports, and formal test result presentations. Conducts system verification and validation by examining the correctness, completeness, reliability, and maintainability at each step in the development process to identify flaws or errors promptly in a typical multi-phase SAP software development life cycle (SDLC). Uses experience and understanding of the sub-components of the SAP landscape required, to including: SAP ECC, SAP CRM, SAP Portals, SAP Business Intelligence, Governance Risk and Controls in support of duties. Uses experience with Public Sector business processes to resolve challenges involving SAP Configuration and Customizing. Incorporates new technologies and determine their usefulness and appropriate placement within an existing technical architecture and landscape. Interprets SAP solution templates and standards for documentation, especially in blueprint.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have PMP and or ITIL certifications. Desired to have SAP certification in designated process area of expertise.

General Experience: 5-7 years applicable experience. Knowledge of SAP ECC 6.0/R3, CRM, BI/ BO environment with specific functional knowledge across the core functionality of SAP.

SAP CRM Technical SME

Responsible for conducting IV&V on complete life-cycle CRM Conversion, CRM Tools Interface Development, CRM Tools Development and CRM Web UI Development. Creates test plans, test specifications, test procedures, test reports, and formal test result presentations. Conducts system verification and validation by examining the correctness, completeness, reliability, and maintainability at each step in the development process to identify flaws or errors promptly in a typical multi-phase SAP software development life cycle (SDLC). Performs and supports SAP CRM FIT/GAP against very complex and unique requirements. Prepares and writes RICEWF related Functional and Technical Specifications, Business Process Procedures (BPPs) and Configuration documents. Troubleshoots integration points between SAP CRM, and ECC/BI.

Leads custom development to change the standard behavior of Interaction Record added Custom fields to the WebUI.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have SAP certification in designated process area of expertise.

General Experience: 4-7 years applicable experience.

SAP NetWeaver Technical SME

Responsible for IV&V on complete life cycle of web solutions development, including integrated web delivery projects and intranet/portal delivery. Creates test plans, test specifications, test procedures, test reports, and formal test result presentations. Conducts system verification and validation by examining the correctness, completeness, reliability, and maintainability at each step in the development process to identify flaws or errors promptly in a typical multi-phase SAP software development life cycle (SDLC). Supports development of Internet and Intranet portals. Applies best practices and conducts usability tests in support of duties. Manages dynamic report delivery through web sites and/or portals. Refines business requests for information and provides end users and management with improved decision-making capabilities. Develops efficient and effective solutions for diverse and complex business problems.

Minimum Education: A Bachelor's degree in organizational development, strategy and systems, or related field. Desired to have SAP certification in designated process area of expertise.

General Experience: 5-10 years applicable experience.

SAP Data Management Technical SME

Responsible for IV&V for complete life cycle of ETL, Master Data Management, data analysis, governance, archiving, and administration across all areas of SAP, including R/3, BI, BO and MDM. Creates test plans, test specifications, test procedures, test reports, and formal test result presentations. Conducts system verification and validation by examining the correctness, completeness, reliability, and maintainability at each step in the development process to identify flaws or errors promptly in a typical multi-phase SAP software development life cycle (SDLC). Supports master data implementation in large SAP implementations. Applies knowledge of current and emerging SAP data topics, security architecture and strategic direction in support of duties. Gathers requirements, conducts gap analysis, and leads remediation for data migration initiatives.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have SAP certification in designated process area of expertise.

General Experience: 5-10 years applicable experience. Experience in LSMW and BDC load program development and support. Experience migrating legacy data into new SAP environment. Experience with MDM, Solution Manager and eCATT.

SAP BI/Business Object Technical SME

Responsible for IV&V for complete life cycle of BI activities and artifacts. Creates test plans, test specifications, test procedures, test reports, and formal test result presentations. Conducts system verification and validation by examining the correctness, completeness, reliability, and maintainability at each step in the development process to identify flaws or errors promptly in a typical multi-phase SAP software development life cycle (SDLC). Conducts data warehouse analysis and design using knowledge of data warehouse methodologies and data modeling. Extracts data from legacy systems, cleansing and loading data.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have SAP certification in designated process area of expertise.

General Experience: 5-10 years applicable experience.

SAP FI/CO Functional SME

Responsible for IV&V on SAP implementation projects. Responsible for design, analysis, scoping, business blueprint, configuration, realization, go-live, testing, post-production support, training and knowledge transfer experience in multiple projects. Creates test plans, test specifications, test procedures, test reports, and formal test result presentations. Creates functional process flows and functional designs; works with technical team to design solutions. Writes specifications for RICEWF objects as required. Conducts information and knowledge transfer sessions with client.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have SAP certification in designated process area of expertise.

General Experience: 5-7 years applicable experience.

SAP Public Section Functional SME

Responsible for IV&V of full life-cycle implementation of SAP Funds Management and Grants Management. Integrates SAP Public Sector, SAP Collections and Disbursements and SAP CRM. Creates test plans, test specifications, test procedures, test reports, and formal test result presentations. Employs experience and knowledge of grantor and grantee portions of functionality, links to other modules including document management, and full life cycle from grant planning through closure in support of duties. Creates functional process flows and functional designs; works with technical team to design solutions. Implements the Grantor

Program Management based on SAP CRM and integrates it with Public Sector Collections and Disbursements in Finance. Configures SAP GM module including complete Unit Testing of FM, GM module. Develops detailed implementation designs working in the Blueprinting stage. Develops Business Process Procedures (BPP).

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have SAP certification in designated process area of expertise.

General Experience: 3-7 years applicable experience. Certification in SAP Public Sector funds and/or grants management preferred.

SAP CRM Functional SME

Responsible for IV&V for full life cycle of CRM implementation. Creates test plans, test specifications, test procedures, test reports, and formal test result presentations. Applies knowledge and experience with SAP CRM, Case Management and Business Rules Management functionalities in support of duties. Creates functional process flows and functional designs; works with technical team to design solutions. Conducts SAP CRM analysis, design, and documentation.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have SAP certification in designated process area of expertise.

General Experience: 5-10 years applicable experience.

SAP Banking Functional SME

Responsible for IV&V on SAP IS-Banking module implementation, specifically with the life-cycle stages of SAP projects like Requirements Analysis, Design, Build and Deployment for SAP IS-Banking. Creates test plans, test specifications, test procedures, test reports, and formal test result presentations. Employs interface design experience to integrate Legacy systems using SAP NetWeaver. Proactively identifies, communicates, and resolves inconsistencies in project requirements.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have SAP certification in designated process area of expertise.

General Experience: 5-7 years applicable experience.

SAP Application Assessment Functional SME

Responsible for IV&V on SAP Funds Management and Grants Management implementation,

specifically in integrating SAP Public Sector, SAP Collections and Disbursements and SAP CRM. Creates test plans, test specifications, test procedures, test reports, and formal test result presentations. Employs experience and knowledge of grantor and grantee portions of functionality, links to other modules including document management, and full life cycle from grant planning through closure in support of duties. Implements the Grantor Program Management based on SAP CRM and integrates it with Public Sector Collections and Disbursements in Finance. Configures SAP GM module including Unit Testing of FM, GM module. Develops detailed implementation designs working in the Blueprinting stage. Develops Business Process Procedures (BPP).

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have SAP certification in designated process area of expertise.

General Experience: 3-7 years applicable experience.

SAP Real Estate Functional SME

Responsible for IV&V on SAP IS-Real Estate module implementation, specifically, for the life-cycle stages of SAP projects like Requirements Analysis, Design, Build and Deployment for SAP IS-Insurance. Creates test plans, test specifications, test procedures, test reports, and formal test result presentations. Creates reports for various master data elements in SAP RE-FX – including experience developing custom reports. Proactively identifies, communicates, and resolves inconsistencies in project requirements.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have SAP certification in designated process area of expertise.

General Experience: 5-7 years applicable experience.

SAP Fund Management Functional SME

Responsible for IV&V on SAP Funds Management and Grants Management implementations, specifically the design, analysis, scoping, business blueprint, configuration, realization, go-live, testing, post-production support, training and knowledge transfer of multiple projects. Creates test plans, test specifications, test procedures, test reports, and formal test result presentations. Manages funds including: formulating account structure to meet business needs, budget control, FM derivation strategies, fund accounting, fund centers, functional area, commitment item, funded programs, grants, cost center accounting, encumbrance, cost allocations, general and/or special purpose ledger, due to/due from, split processor for fund balancing, month-end and year-end closing processes.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have SAP certification in designated process area of expertise.

General Experience: 3-5 years applicable experience.

SAP C&D SME

Responsible for IV&V for full life cycle on SAP Public Sector Collections and Distribution (PSCD), specifically the life-cycle stages of SAP projects like Requirements Analysis, Design, Build and Deployment for SAP PSCD. Creates test plans, test specifications, test procedures, test reports, and formal test result presentations. Integrates PSCD with SAP CRM.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have SAP certification in designated process area of expertise.

General Experience: 5-7 years applicable experience.

SAP Insurance IS SME

Responsible for IV&V on SAP IS-Insurance module, specifically the life-cycle stages of SAP projects like Requirements Analysis, Design, Build and Deployment for SAP IS-Insurance. Creates test plans, test specifications, test procedures, test reports, and formal test result presentations. Sets up automated workflows and work queues. Integrates IS-Insurance with FS-CD and with General Ledger (GL). Sets up interfaces from FS-CD into external systems. Proactively identifies, communicates, and resolves inconsistencies in project requirements.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have SAP certification in designated process area of expertise.

General Experience: 5-7 years applicable experience.

SAP Grants Management SME

Responsible for IV&V on SAP Funds Management and Grants Management, specifically integrating SAP Public Sector, SAP Collections and Disbursements and SAP CRM. Creates test plans, test specifications, test procedures, test reports, and formal test result presentations. Employs experience and knowledge of grantor and grantee portions of functionality, links to other modules including document management, and full life cycle from grant planning through closure in support of duties. Implements the Grantor Program Management based on SAP CRM and integrates it with Public Sector Collections and Disbursements in Finance. Configures SAP GM module including complete Unit Testing of FM, GM module. Develops detailed implementation designs working in the Blueprinting stage. Develops Business Process

Procedures (BPP).

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have SAP certification in designated process area of expertise.

General Experience: 3-7 years applicable experience.

SAP Migration SME

Responsible for IV&V in SAP Migrations and Conversions, specifically the Migration process including the Migration Plan and Migration Cockpit. Creates test plans, test specifications, test procedures, test reports, and formal test result presentations. Conducts system verification and validation by examining the correctness, completeness, reliability, and maintainability at each step in the development process to identify flaws or errors promptly in a typical multi-phase SAP software development life cycle (SDLC). Plans the sequence of activities to be performed at cutover time as part of migration to ensure smooth SAP transition. Applies extensive knowledge of SAP processes and master data in support of duties.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have PMP and or ITIL certifications. Desired to have SAP certification in designated process area of expertise.

General Experience: 5-10 years applicable experience.

SAP eCATT SME

Responsible for IV&V in SAP Applications testing related to eCATT. Manages testing cycles using eCATT, Test Workbench and SAP Solution Manager. Creates reusable test transactions, reports and scenarios. Tests remote systems. Tests the effect of changes to customizing settings. Checks system messages. Creates Test data containers.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have PMP and or ITIL certifications. Desired to have SAP certification in designated process area of expertise.

General Experience: 10 years applicable experience.

SAP C&A Security SME

Responsible for Information Assurance including Certifications and Accreditations (C&A) as related to the Government sector. Develops and writes C&A documentation, and conducts annual security reviews in accordance with Special Publication 800-53 and other NIST guidance. Develops and tracks corrective actions for audit findings and manages the POA&M reporting process for the agency. Develops and tests disaster recovery and contingency plans and

continuity of operation plans for IT systems. Develops, analyzes, and administers entity-wide Security Planning. Designs, implements, documents, and evaluates government computer security programs. Develops government security policy documentation. Develops and evaluates plans, principles, and procedures for accomplishing customer IT security studies and provides professional analysis of methods and objectives. Assists in the collection and presentation of security documentation in response to audit requirements. Develops and analyzes IT security models, and maintains methodology to track Security Plans for sensitive/critical project and general support systems.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have SAP certification in designated process area of expertise.

General Experience: 5-10 years applicable experience.

SAP Security SME

Responsible for SAP Security on CRM, ECC, BI, Solution Manager and Governance Risk and Compliance (GRC) specifically the Risk and Remediation (RAR) module. Serve as an SAP Basis resource, specifically for SAP R/3 version ERP 6.0 in Security Administration role. Creates and administers user profiles in GRC. Apply experience with SAP role-based security concepts and the Profile Generator in support of duties.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have SAP certification in designated process area of expertise.

General Experience: 5-10 years applicable experience.

SAP Operations SME

Responsible for IV&V of SAP Operations. Responsible for conducting complete life-cycle Independent Verification and Validation (IV&V) of complex systems. Creates test plans, test specifications, test procedures, test reports, and formal test result presentations. Conducts system verification and validation by examining the correctness, completeness, reliability, and maintainability at each step in the development process to identify flaws or errors promptly in a typical multi-phase SAP software development life cycle (SDLC). Identifies, documents and resolves risks and issues. Manages system and application administration to ensure the stable operation of SAP systems.

Minimum Education: A Bachelor's degree in computer science, information systems, engineering, business, or related field. Desired to have SAP certification in designated process area of expertise.

General Experience: 5-10 years applicable experience.

SAP Continual Improvement SME

Responsible for IV&V, specifically Quality Assurance in SAP and ITIL environment. Conducts strategy planning, design, and implementation the service improvement processes. Aligns IT Services to changing business needs by identifying and implementing improvements to services that support the Business Processes. Improves effectiveness, efficiency and cost effectiveness of the IT processes through the SAP implementation lifecycle.

Minimum Education: A Bachelor's degree.

General Experience: 5-7 years applicable experience. Lean Six Sigma Yellow Belt or better certification. . Desired to have SAP certification in designated process area of expertise.

SIN	Job Description	Proposed GSA rates with IFF Saicon site	Proposed GSA rates with IFF Gov't site	Proposed GSA rates with IFF Saicon site	Proposed GSA rates with IFF Gov't site	Proposed GSA rates with IFF Saicon site	Proposed GSA rates with IFF Gov't site	Proposed GSA rates with IFF Saicon site	Proposed GSA rates with IFF Gov't site	Proposed GSA rates with IFF Saicon site	Proposed GSA rates with IFF Gov't site
		2012	2012	2013	2013	2014	2014	2015	2015	2016	2016
132-51	Applications Systems Analyst/Programmer 1	\$61.08	\$59.08	\$62.91	\$60.85	\$64.80	\$62.68	\$66.74	\$64.56	\$68.74	\$66.49
132-51	Applications System Analyst/Programmer - Intermediate	\$66.17	\$64.17	\$68.15	\$66.09	\$70.20	\$68.07	\$72.30	\$70.12	\$74.47	\$72.22
132-51	Applications System Analyst/Programmer - Senior	\$72.53	\$70.53	\$74.71	\$72.65	\$76.95	\$74.83	\$79.26	\$77.07	\$81.63	\$79.38
132-51	Business Process Consultant	\$72.71	\$70.71	\$74.89	\$72.83	\$77.13	\$75.01	\$79.45	\$77.26	\$81.83	\$79.58
132-51	Business Subject Matter Specialist	\$92.37	\$90.37	\$95.14	\$93.08	\$98.00	\$95.88	\$100.94	\$98.75	\$103.96	\$101.71
132-51	Business Systems Analyst - Intermediate	\$65.94	\$63.94	\$67.91	\$65.85	\$69.95	\$67.83	\$72.05	\$69.86	\$74.21	\$71.96
132-51	Business Systems Analyst - Senior	\$71.72	\$69.72	\$73.87	\$71.81	\$76.09	\$73.97	\$78.37	\$76.18	\$80.72	\$78.47
132-51	Business Systems Specialist	\$66.35	\$64.35	\$68.34	\$66.28	\$70.39	\$68.27	\$72.50	\$70.32	\$74.68	\$72.43
132-51	Chief Information Security Officer	\$104.07	\$102.07	\$107.19	\$105.13	\$110.41	\$108.29	\$113.72	\$111.54	\$117.13	\$114.88
132-51	Client/Server Database Manager	\$84.27	\$82.27	\$86.80	\$84.74	\$89.41	\$87.28	\$92.09	\$89.90	\$94.85	\$92.60
132-51	Client/Server Network Architect	\$89.87	\$87.87	\$92.56	\$90.50	\$95.34	\$93.22	\$98.20	\$96.02	\$101.15	\$98.90
132-51	Client/Server Support Analyst	\$71.74	\$69.74	\$73.89	\$71.83	\$76.11	\$73.99	\$78.39	\$76.21	\$80.74	\$78.49
132-51	Communications Analyst - Intermediate	\$62.30	\$60.30	\$64.16	\$62.10	\$66.09	\$63.97	\$68.07	\$65.89	\$70.11	\$67.86
132-51	Communications Analyst - Senior	\$70.39	\$68.39	\$72.50	\$70.44	\$74.68	\$72.56	\$76.92	\$74.73	\$79.23	\$76.98
132-51	Communications Facility Engineer	\$65.77	\$63.77	\$67.74	\$65.68	\$69.77	\$67.65	\$71.87	\$69.68	\$74.02	\$71.77
132-51	Communications Installer	\$62.30	\$60.30	\$64.16	\$62.10	\$66.09	\$63.97	\$68.07	\$65.89	\$70.11	\$67.86
132-51	Communications Transmission Engineer	\$72.94	\$70.94	\$75.12	\$73.06	\$77.38	\$75.26	\$79.70	\$77.51	\$82.09	\$79.84
132-51	Computer Operations Manager	\$62.88	\$60.88	\$64.77	\$62.71	\$66.71	\$64.59	\$68.71	\$66.53	\$70.78	\$68.52
132-51	Consultant	\$77.16	\$75.16	\$79.48	\$77.42	\$81.86	\$79.74	\$84.32	\$82.13	\$86.85	\$84.60
132-51	Data Architect	\$118.56	\$116.56	\$122.12	\$120.06	\$125.78	\$123.66	\$129.55	\$127.37	\$133.44	\$131.19
132-51	Data Communications Manager - Planning & Implementation	\$88.90	\$86.90	\$91.57	\$89.51	\$94.32	\$92.19	\$97.14	\$94.96	\$100.06	\$97.81

132-51	Data Entry Supervisor	\$59.98	\$57.98	\$61.78	\$59.72	\$63.63	\$61.51	\$65.54	\$63.36	\$67.51	\$65.26
132-51	Data Security Administration Manager	\$83.12	\$81.12	\$85.61	\$83.55	\$88.18	\$86.06	\$90.82	\$88.64	\$93.55	\$91.30
132-51	Data Security Analyst - Intermediate	\$65.77	\$63.77	\$67.74	\$65.68	\$69.77	\$67.65	\$71.87	\$69.68	\$74.02	\$71.77
132-51	Data Security Analyst - Senior	\$75.02	\$73.02	\$77.27	\$75.21	\$79.59	\$77.47	\$81.98	\$79.79	\$84.44	\$82.18
132-51	Data Warehousing Administrator	\$80.80	\$78.80	\$83.23	\$81.17	\$85.72	\$83.60	\$88.30	\$86.11	\$90.95	\$88.69
132-51	Data Warehousing Analyst	\$77.33	\$75.33	\$79.65	\$77.59	\$82.04	\$79.92	\$84.50	\$82.32	\$87.04	\$84.79
132-51	Data Warehousing Programmer	\$80.24	\$78.24	\$82.64	\$80.58	\$85.12	\$83.00	\$87.67	\$85.49	\$90.31	\$88.05
132-51	Data Warehousing Project Manager	\$92.37	\$90.37	\$95.14	\$93.08	\$98.00	\$95.88	\$100.94	\$98.75	\$103.96	\$101.71
132-51	Data/Configuration Management Specialist	\$85.24	\$83.24	\$87.80	\$85.74	\$90.43	\$88.31	\$93.15	\$90.96	\$95.94	\$93.69
132-51	Database Administrator	\$81.77	\$79.77	\$84.22	\$82.16	\$86.75	\$84.63	\$89.35	\$87.17	\$92.03	\$89.78
132-51	Database Analyst/Programmer - Intermediate	\$71.55	\$69.55	\$73.70	\$71.64	\$75.91	\$73.79	\$78.18	\$76.00	\$80.53	\$78.28
132-51	Database Analyst/Programmer - Senior	\$85.43	\$83.43	\$87.99	\$85.93	\$90.63	\$88.51	\$93.35	\$91.17	\$96.15	\$93.90
132-51	Database Manager	\$86.40	\$84.40	\$88.99	\$86.93	\$91.66	\$89.54	\$94.41	\$92.22	\$97.24	\$94.99
132-51	Diaster Recovery Administrator	\$85.24	\$83.24	\$87.80	\$85.74	\$90.43	\$88.31	\$93.15	\$90.96	\$95.94	\$93.69
132-51	Diaster Recovery Analyst	\$80.80	\$78.80	\$83.23	\$81.17	\$85.72	\$83.60	\$88.30	\$86.11	\$90.95	\$88.69
132-51	Documentation Specialist - Intermediate	\$61.08	\$59.08	\$62.91	\$60.85	\$64.80	\$62.68	\$66.74	\$64.56	\$68.74	\$66.49
132-51	Documentation Specialist - Senior	\$70.01	\$68.01	\$72.11	\$70.05	\$74.28	\$72.16	\$76.51	\$74.32	\$78.80	\$76.55
132-51	E-Business Manager	\$77.14	\$75.14	\$79.46	\$77.40	\$81.84	\$79.72	\$84.30	\$82.11	\$86.83	\$84.58
132-51	Electronic Data Interchange (EDI) Manager	\$88.91	\$86.91	\$91.57	\$89.51	\$94.32	\$92.20	\$97.15	\$94.96	\$100.06	\$97.81
132-51	Electronic Data Interchange (EDI) Specialist	\$86.40	\$84.40	\$88.99	\$86.93	\$91.66	\$89.54	\$94.41	\$92.23	\$97.24	\$94.99
132-51	Electronic Mail Coordinator	\$62.30	\$60.30	\$64.17	\$62.11	\$66.09	\$63.97	\$68.07	\$65.89	\$70.12	\$67.87
132-51	Engineering Subject Matter Specialist	\$75.07	\$73.07	\$77.33	\$75.27	\$79.65	\$77.52	\$82.04	\$79.85	\$84.50	\$82.25
132-51	ERP Business/Architectural Specialist	\$108.81	\$106.81	\$112.07	\$110.01	\$115.44	\$113.31	\$118.90	\$116.71	\$122.47	\$120.22
132-51	ERP Business Analyst - Intermediate	\$86.40	\$84.40	\$88.99	\$86.93	\$91.66	\$89.54	\$94.41	\$92.22	\$97.24	\$94.99
132-51	ERP Business Analyst - Senior	\$96.22	\$94.22	\$99.11	\$97.05	\$102.08	\$99.96	\$105.14	\$102.96	\$108.30	\$106.05

132-51	ERP Programmer	\$88.91	\$86.91	\$91.57	\$89.51	\$94.32	\$92.20	\$97.15	\$94.96	\$100.06	\$97.81
132-51	Graphics Specialist	\$71.93	\$69.93	\$74.09	\$72.03	\$76.31	\$74.19	\$78.60	\$76.41	\$80.96	\$78.71
132-51	Groupware Specialist	\$75.80	\$73.80	\$78.07	\$76.01	\$80.41	\$78.29	\$82.83	\$80.64	\$85.31	\$83.06
132-51	Help Desk Coordinator - Intermediate	\$54.20	\$52.20	\$55.82	\$53.76	\$57.50	\$55.38	\$59.22	\$57.04	\$61.00	\$58.75
132-51	Help Desk Coordinator - Senior	\$61.33	\$59.33	\$63.17	\$61.11	\$65.06	\$62.94	\$67.01	\$64.83	\$69.03	\$66.77
132-51	Help Desk Manager	\$67.11	\$65.11	\$69.13	\$67.07	\$71.20	\$69.08	\$73.34	\$71.15	\$75.54	\$73.28
132-51	Help Desk Specialist	\$64.99	\$62.99	\$66.94	\$64.88	\$68.95	\$66.82	\$71.01	\$68.83	\$73.14	\$70.89
132-51	Help Desk Support Services Specialist - Intermediate	\$53.23	\$51.23	\$54.83	\$52.77	\$56.47	\$54.35	\$58.17	\$55.98	\$59.91	\$57.66
132-51	Help Desk Support Services Specialist - Senior	\$61.33	\$59.33	\$63.17	\$61.11	\$65.06	\$62.94	\$67.01	\$64.83	\$69.03	\$66.77
132-51	Information Assurance Development Engineer	\$77.34	\$75.34	\$79.66	\$77.60	\$82.05	\$79.93	\$84.51	\$82.32	\$87.04	\$84.79
132-51	Information Assurance Engineer	\$77.34	\$75.34	\$79.66	\$77.60	\$82.05	\$79.93	\$84.51	\$82.32	\$87.04	\$84.79
132-51	Information Assurance Network Specialist	\$73.86	\$71.86	\$76.08	\$74.02	\$78.36	\$76.24	\$80.71	\$78.53	\$83.13	\$80.88
132-51	Information Assurance Systems/Network Specialist	\$80.80	\$78.80	\$83.23	\$81.17	\$85.72	\$83.60	\$88.30	\$86.11	\$90.95	\$88.69
132-51	Information Center Consultant	\$78.68	\$76.68	\$81.04	\$78.98	\$83.47	\$81.35	\$85.98	\$83.79	\$88.55	\$86.30
132-51	Information Center Specialist	\$85.24	\$83.24	\$87.80	\$85.74	\$90.43	\$88.31	\$93.15	\$90.96	\$95.94	\$93.69
132-51	Information Security Business Analyst	\$77.33	\$75.33	\$79.65	\$77.59	\$82.04	\$79.92	\$84.50	\$82.32	\$87.04	\$84.79
132-51	Information Security Consultant	\$86.59	\$84.59	\$89.19	\$87.13	\$91.86	\$89.74	\$94.62	\$92.43	\$97.46	\$95.20
132-51	Information Systems Auditor - Intermediate	\$80.80	\$78.80	\$83.23	\$81.17	\$85.72	\$83.60	\$88.30	\$86.11	\$90.95	\$88.69
132-51	Information Systems Auditor - Senior	\$90.06	\$88.06	\$92.76	\$90.70	\$95.54	\$93.42	\$98.41	\$96.22	\$101.36	\$99.11
132-51	Information Systems Training Specialist - Intermediate	\$72.90	\$70.90	\$75.08	\$73.02	\$77.34	\$75.21	\$79.66	\$77.47	\$82.05	\$79.79
132-51	Information Systems Training Specialist - Senior	\$80.80	\$78.80	\$83.23	\$81.17	\$85.72	\$83.60	\$88.30	\$86.11	\$90.95	\$88.69
132-51	Internal Communications Systems Consultant	\$77.33	\$75.33	\$79.65	\$77.59	\$82.04	\$79.92	\$84.50	\$82.32	\$87.04	\$84.79
132-51	IT Subject Matter Specialist	\$90.35	\$88.35	\$93.06	\$91.00	\$95.85	\$93.73	\$98.72	\$96.54	\$101.69	\$99.43
132-51	LAN Administrator - Intermediate	\$62.30	\$60.30	\$64.16	\$62.10	\$66.09	\$63.97	\$68.07	\$65.89	\$70.11	\$67.86
132-51	LAN Administrator - Senior	\$69.24	\$67.24	\$71.31	\$69.25	\$73.45	\$71.33	\$75.66	\$73.47	\$77.93	\$75.67

132-51	LAN Support Technician - Intermediate	\$59.14	\$57.14	\$60.92	\$58.86	\$62.75	\$60.62	\$64.63	\$62.44	\$66.57	\$64.32
132-51	LAN Support Technician - Senior	\$69.64	\$67.64	\$71.73	\$69.67	\$73.88	\$71.76	\$76.10	\$73.91	\$78.38	\$76.13
132-51	LAN/WAN Administrator	\$73.87	\$71.87	\$76.08	\$74.02	\$78.36	\$76.24	\$80.71	\$78.53	\$83.14	\$80.88
132-51	LAN/WAN Integrator	\$72.41	\$70.41	\$74.59	\$72.53	\$76.82	\$74.70	\$79.13	\$76.94	\$81.50	\$79.25
132-51	LAN/WAN/MAN Administrator	\$77.62	\$75.62	\$79.95	\$77.89	\$82.34	\$80.22	\$84.82	\$82.63	\$87.36	\$85.11
132-51	Network Control Technician	\$66.01	\$64.01	\$67.99	\$65.93	\$70.03	\$67.91	\$72.13	\$69.95	\$74.30	\$72.05
132-51	Network Engineer - Intermediate	\$61.08	\$59.08	\$62.91	\$60.85	\$64.80	\$62.68	\$66.74	\$64.56	\$68.74	\$66.49
132-51	Network Engineer - Senior	\$66.17	\$64.17	\$68.15	\$66.09	\$70.20	\$68.07	\$72.30	\$70.12	\$74.47	\$72.22
132-51	Network Operations Supervisor	\$63.26	\$61.26	\$65.16	\$63.10	\$67.12	\$64.99	\$69.13	\$66.94	\$71.20	\$68.95
132-51	Network Planning Analyst - Intermediate	\$58.83	\$56.83	\$60.59	\$58.53	\$62.41	\$60.29	\$64.28	\$62.09	\$66.21	\$63.96
132-51	Network Planning Analyst - Senior	\$72.71	\$70.71	\$74.89	\$72.83	\$77.13	\$75.01	\$79.45	\$77.26	\$81.83	\$79.58
132-51	Network Planning Manager	\$77.33	\$75.33	\$79.65	\$77.59	\$82.04	\$79.92	\$84.50	\$82.32	\$87.04	\$84.79
132-51	Network Systems Administrator	\$73.86	\$71.86	\$76.08	\$74.02	\$78.36	\$76.24	\$80.71	\$78.53	\$83.13	\$80.88
132-51	Network Systems Manager	\$77.33	\$75.33	\$79.65	\$77.59	\$82.04	\$79.92	\$84.50	\$82.32	\$87.04	\$84.79
132-51	Network/Hardware Support Technician	\$66.92	\$64.92	\$68.93	\$66.87	\$71.00	\$68.88	\$73.13	\$70.94	\$75.32	\$73.07
132-51	Operations Manager - Data Communications	\$69.05	\$67.05	\$71.12	\$69.06	\$73.25	\$71.13	\$75.45	\$73.26	\$77.71	\$75.46
132-51	Operations Manager - Voice Communications	\$70.20	\$68.20	\$72.31	\$70.25	\$74.48	\$72.36	\$76.71	\$74.53	\$79.01	\$76.76
132-51	Operations Systems Manager	\$76.18	\$74.18	\$78.46	\$76.40	\$80.82	\$78.69	\$83.24	\$81.05	\$85.74	\$83.49
132-51	Operations/Network LAN Administrator	\$74.05	\$72.05	\$76.27	\$74.21	\$78.56	\$76.44	\$80.92	\$78.73	\$83.35	\$81.10
132-51	Operations/Technical Support Analyst	\$65.96	\$63.96	\$67.93	\$65.87	\$69.97	\$67.85	\$72.07	\$69.89	\$74.23	\$71.98
132-51	Operations/Technical Support Manager	\$74.05	\$72.05	\$76.27	\$74.21	\$78.56	\$76.44	\$80.92	\$78.73	\$83.35	\$81.10
132-51	PC Products Analyst	\$63.45	\$61.45	\$65.35	\$63.29	\$67.31	\$65.19	\$69.33	\$67.15	\$71.41	\$69.16
132-51	PC Systems Analyst	\$66.92	\$64.92	\$68.93	\$66.87	\$71.00	\$68.88	\$73.13	\$70.94	\$75.32	\$73.07
132-51	PC/LAN Management Analyst - Intermediate	\$62.30	\$60.30	\$64.16	\$62.10	\$66.09	\$63.97	\$68.07	\$65.89	\$70.11	\$67.86
132-51	PC/LAN Management Analyst - Senior	\$65.77	\$63.77	\$67.74	\$65.68	\$69.77	\$67.65	\$71.87	\$69.68	\$74.02	\$71.77

132-51	Project Engineer	\$80.24	\$78.24	\$82.65	\$80.59	\$85.13	\$83.00	\$87.68	\$85.49	\$90.31	\$88.06
132-51	Program Manager - Senior	\$96.33	\$94.33	\$99.22	\$97.16	\$102.20	\$100.08	\$105.27	\$103.08	\$108.42	\$106.17
132-51	Program Manager - Intermediate	\$90.43	\$88.43	\$93.15	\$91.09	\$95.94	\$93.82	\$98.82	\$96.63	\$101.78	\$99.53
132-51	Project Analyst - Senior	\$69.99	\$67.99	\$72.09	\$70.03	\$74.25	\$72.13	\$76.48	\$74.29	\$78.77	\$76.52
132-51	Project Analyst - Intermediate	\$66.17	\$64.17	\$68.15	\$66.09	\$70.20	\$68.07	\$72.30	\$70.12	\$74.47	\$72.22
132-51	Project Manager - Senior	\$80.97	\$78.97	\$83.40	\$81.34	\$85.91	\$83.78	\$88.48	\$86.30	\$91.14	\$88.89
132-51	Project Manager	\$80.17	\$78.17	\$82.58	\$80.52	\$85.05	\$82.93	\$87.61	\$85.42	\$90.23	\$87.98
132-51	Quality Assurance Analyst - Intermediate	\$55.53	\$53.53	\$57.19	\$55.13	\$58.91	\$56.78	\$60.67	\$58.49	\$62.49	\$60.24
132-51	Quality Assurance Analyst - Senior	\$69.99	\$67.99	\$72.09	\$70.03	\$74.25	\$72.13	\$76.48	\$74.29	\$78.77	\$76.52
132-51	Quality Assurance Specialist	\$75.07	\$73.07	\$77.33	\$75.27	\$79.65	\$77.52	\$82.04	\$79.85	\$84.50	\$82.25
132-51	Security Coordinator	\$67.09	\$65.09	\$69.11	\$67.05	\$71.18	\$69.06	\$73.31	\$71.13	\$75.51	\$73.26
132-51	Site Manager	\$95.10	\$93.10	\$97.96	\$95.90	\$100.90	\$98.77	\$103.92	\$101.74	\$107.04	\$104.79
132-51	Software Architect	\$96.24	\$94.24	\$99.12	\$97.06	\$102.10	\$99.98	\$105.16	\$102.97	\$108.31	\$106.06
132-51	Software Developer - Intermediate	\$75.44	\$73.44	\$77.70	\$75.64	\$80.04	\$77.91	\$82.44	\$80.25	\$84.91	\$82.66
132-51	Software Developer - Senior	\$86.60	\$84.60	\$89.20	\$87.14	\$91.88	\$89.76	\$94.63	\$92.45	\$97.47	\$95.22
132-51	Software Systems Engineer - Intermediate	\$75.44	\$73.44	\$77.70	\$75.64	\$80.04	\$77.91	\$82.44	\$80.25	\$84.91	\$82.66
132-51	Software Systems Engineer - Senior	\$89.50	\$87.50	\$92.19	\$90.13	\$94.96	\$92.83	\$97.80	\$95.62	\$100.74	\$98.49
132-51	Strategic Planner	\$90.60	\$88.60	\$93.32	\$91.26	\$96.12	\$93.99	\$99.00	\$96.81	\$101.97	\$99.72
132-51	Systems Administrator - Intermediate	\$68.67	\$66.67	\$70.73	\$68.67	\$72.85	\$70.73	\$75.04	\$72.85	\$77.29	\$75.04
132-51	Systems Administrator - Senior	\$84.63	\$82.63	\$87.17	\$85.11	\$89.78	\$87.66	\$92.48	\$90.29	\$95.25	\$93.00
132-51	Systems Analysis and Programming Director	\$95.27	\$93.27	\$98.13	\$96.07	\$101.07	\$98.95	\$104.10	\$101.92	\$107.23	\$104.98
132-51	Systems Engineer	\$79.19	\$77.19	\$81.57	\$79.51	\$84.02	\$81.90	\$86.54	\$84.35	\$89.13	\$86.88
132-51	Systems Management Techologist	\$79.65	\$77.65	\$82.04	\$79.98	\$84.50	\$82.38	\$87.03	\$84.85	\$89.65	\$87.39
132-51	Technical Editor	\$67.38	\$65.38	\$69.40	\$67.34	\$71.48	\$69.36	\$73.62	\$71.44	\$75.83	\$73.58
132-51	Technical Writer	\$69.80	\$67.80	\$71.90	\$69.84	\$74.05	\$71.93	\$76.28	\$74.09	\$78.56	\$76.31

132-51	Telecommunications Analyst/Technician	\$63.84	\$61.84	\$65.75	\$63.69	\$67.72	\$65.60	\$69.75	\$67.57	\$71.85	\$69.60
132-51	Telecommunications Engineer/Analyst - Intermediate	\$61.61	\$59.61	\$63.46	\$61.40	\$65.36	\$63.24	\$67.32	\$65.14	\$69.34	\$67.09
132-51	Telecommunications Engineer/Analyst - Senior	\$72.53	\$70.53	\$74.71	\$72.65	\$76.95	\$74.83	\$79.26	\$77.07	\$81.63	\$79.38
132-51	Telecommunications Manager - Multiple Incumbents	\$78.83	\$76.83	\$81.19	\$79.13	\$83.63	\$81.51	\$86.14	\$83.95	\$88.72	\$86.47
132-51	Telecommunications Manager - Single Incumbents	\$77.26	\$75.26	\$79.58	\$77.52	\$81.97	\$79.84	\$84.42	\$82.24	\$86.96	\$84.71
132-51	Telecommunications Network Help Desk	\$72.21	\$70.21	\$74.38	\$72.32	\$76.61	\$74.49	\$78.91	\$76.72	\$81.27	\$79.02
132-51	Telecommunications Programmer/Systems Analyst - Intermediate	\$64.80	\$62.80	\$66.75	\$64.69	\$68.75	\$66.63	\$70.81	\$68.63	\$72.94	\$70.68
132-51	Telecommunications Programmer/Systems Analyst - Senior	\$76.35	\$74.35	\$78.64	\$76.58	\$81.00	\$78.88	\$83.43	\$81.25	\$85.93	\$83.68
132-51	Telecommunications Technician	\$64.80	\$62.80	\$66.75	\$64.69	\$68.75	\$66.63	\$70.81	\$68.63	\$72.94	\$70.68
132-51	Telecommunications/Communications Integration Engineer	\$72.98	\$70.98	\$75.16	\$73.10	\$77.42	\$75.30	\$79.74	\$77.56	\$82.13	\$79.88
132-51	Test Engineer	\$68.71	\$66.71	\$70.77	\$68.71	\$72.89	\$70.77	\$75.08	\$72.90	\$77.33	\$75.08
132-51	UNIX Systems Administrator	\$98.17	\$96.17	\$101.12	\$99.06	\$104.15	\$102.03	\$107.27	\$105.09	\$110.49	\$108.24
132-51	Voice Communications Administrator	\$72.52	\$70.52	\$74.70	\$72.64	\$76.94	\$74.82	\$79.25	\$77.06	\$81.62	\$79.37
132-51	Voice Communications Manager - Planning & Implementation	\$79.53	\$77.53	\$81.92	\$79.86	\$84.38	\$82.25	\$86.91	\$84.72	\$89.51	\$87.26
132-51	Voice Communications Technician	\$72.06	\$70.06	\$74.22	\$72.16	\$76.44	\$74.32	\$78.74	\$76.55	\$81.10	\$78.85
132-51	Web Content Administrator	\$83.98	\$81.98	\$86.50	\$84.44	\$89.10	\$86.97	\$91.77	\$89.58	\$94.52	\$92.27
132-51	Web Content Analyst	\$78.87	\$76.87	\$81.23	\$79.17	\$83.67	\$81.55	\$86.18	\$83.99	\$88.76	\$86.51
132-51	Web Designer	\$73.80	\$71.80	\$76.01	\$73.95	\$78.29	\$76.17	\$80.64	\$78.45	\$83.06	\$80.81
132-51	Web Marketing Manager	\$75.41	\$73.41	\$77.67	\$75.61	\$80.01	\$77.88	\$82.41	\$80.22	\$84.88	\$82.63
132-51	Web Operations Manager	\$84.15	\$82.15	\$86.67	\$84.61	\$89.27	\$87.15	\$91.95	\$89.76	\$94.71	\$92.46
132-51	Web Project Manager	\$85.26	\$83.26	\$87.82	\$85.76	\$90.45	\$88.33	\$93.16	\$90.98	\$95.96	\$93.71
132-51	Web Security Administrator	\$83.98	\$81.98	\$86.50	\$84.44	\$89.10	\$86.97	\$91.77	\$89.58	\$94.52	\$92.27
132-51	Web Security Analyst	\$78.34	\$76.34	\$80.69	\$78.63	\$83.11	\$80.99	\$85.61	\$83.42	\$88.18	\$85.92
132-	Web Software Developer	\$80.16	\$78.16	\$82.57	\$80.51	\$85.04	\$82.92	\$87.59	\$85.41	\$90.22	\$87.97

51												
132-51	Web Technical Administrator	\$78.00	\$76.00	\$80.34	\$78.28	\$82.76	\$80.63	\$85.24	\$83.05	\$87.79	\$85.54	
132-51	SAP Program Manager	\$86.76	\$84.76	\$89.36	\$87.30	\$92.04	\$89.92	\$94.80	\$92.62	\$97.65	\$95.40	
132-51	SAP IV&V Project Manager	\$86.76	\$84.76	\$89.36	\$87.30	\$92.04	\$89.92	\$94.80	\$92.62	\$97.65	\$95.40	
132-51	SAP Deputy Project Manager	\$86.76	\$84.76	\$89.36	\$87.30	\$92.04	\$89.92	\$94.80	\$92.62	\$97.65	\$95.40	
132-51	SAP Project Controller Lead	\$75.19	\$73.19	\$77.45	\$75.39	\$79.77	\$77.65	\$82.16	\$79.98	\$84.63	\$82.38	
132-51	SAP Project Controller	\$69.41	\$67.41	\$71.49	\$69.43	\$73.63	\$71.51	\$75.84	\$73.66	\$78.12	\$75.87	
132-51	SAP Business Systems Analyst	\$57.84	\$55.84	\$59.57	\$57.51	\$61.36	\$59.24	\$63.20	\$61.02	\$65.10	\$62.85	
132-51	SAP Project Administrator	\$34.70	\$32.70	\$35.74	\$33.68	\$36.82	\$34.69	\$37.92	\$35.74	\$39.06	\$36.81	
132-51	SAP Administrative Assistant	\$23.14	\$21.14	\$23.83	\$21.77	\$24.54	\$22.42	\$25.28	\$23.10	\$26.04	\$23.79	
132-51	SAP Technical Publishing Lead	\$34.70	\$32.70	\$35.74	\$33.68	\$36.82	\$34.69	\$37.92	\$35.74	\$39.06	\$36.81	
132-51	SAP Technical Publishing SME	\$46.27	\$44.27	\$47.66	\$45.60	\$49.09	\$46.97	\$50.56	\$48.38	\$52.08	\$49.83	
132-51	SAP Configuration Management Analyst	\$63.62	\$61.62	\$65.53	\$63.47	\$67.50	\$65.38	\$69.52	\$67.34	\$71.61	\$69.36	
132-51	SAP SCAMPI Lead Appraiser	\$104.11	\$102.11	\$107.23	\$105.17	\$110.45	\$108.33	\$113.76	\$111.58	\$117.18	\$114.93	
132-51	SAP SCAMPI Appraiser	\$63.62	\$61.62	\$65.53	\$63.47	\$67.50	\$65.38	\$69.52	\$67.34	\$71.61	\$69.36	
132-51	SAP Senior Management Analyst	\$57.84	\$55.84	\$59.57	\$57.51	\$61.36	\$59.24	\$63.20	\$61.02	\$65.10	\$62.85	
132-51	SAP Requirements Senior Analyst	\$69.41	\$67.41	\$71.49	\$69.43	\$73.63	\$71.51	\$75.84	\$73.66	\$78.12	\$75.87	
132-51	SAP Requirements Analyst	\$63.62	\$61.62	\$65.53	\$63.47	\$67.50	\$65.38	\$69.52	\$67.34	\$71.61	\$69.36	
132-51	SAP Organizational Change Management Lead Analyst	\$75.19	\$73.19	\$77.45	\$75.39	\$79.77	\$77.65	\$82.16	\$79.98	\$84.63	\$82.38	
132-51	SAP Organizational Change Management Senior Analyst	\$69.41	\$67.41	\$71.49	\$69.43	\$73.63	\$71.51	\$75.84	\$73.66	\$78.12	\$75.87	
132-51	SAP IV&V Lead Engineer	\$75.19	\$73.19	\$77.45	\$75.39	\$79.77	\$77.65	\$82.16	\$79.98	\$84.63	\$82.38	
132-51	SAP IV&V Senior Engineer	\$75.19	\$73.19	\$77.45	\$75.39	\$79.77	\$77.65	\$82.16	\$79.98	\$84.63	\$82.38	
132-51	SAP IV&V Engineer	\$34.70	\$32.70	\$35.74	\$33.68	\$36.82	\$34.69	\$37.92	\$35.74	\$39.06	\$36.81	
132-51	SAP Solution Architecture Technical SME	\$75.19	\$73.19	\$77.45	\$75.39	\$79.77	\$77.65	\$82.16	\$79.98	\$84.63	\$82.38	
132-51	SAP ECC Technical SME	\$63.62	\$61.62	\$65.53	\$63.47	\$67.50	\$65.38	\$69.52	\$67.34	\$71.61	\$69.36	
132-51	SAP CRM Technical SME	\$69.41	\$67.41	\$71.49	\$69.43	\$73.63	\$71.51	\$75.84	\$73.66	\$78.12	\$75.87	

132-51	SAP Netweaver Technical SME	\$75.19	\$73.19	\$77.45	\$75.39	\$79.77	\$77.65	\$82.16	\$79.98	\$84.63	\$82.38
132-51	SAP Data Management Technical SME	\$57.84	\$55.84	\$59.57	\$57.51	\$61.36	\$59.24	\$63.20	\$61.02	\$65.10	\$62.85
132-51	SAP BI/Business Object Technical SME	\$69.41	\$67.41	\$71.49	\$69.43	\$73.63	\$71.51	\$75.84	\$73.66	\$78.12	\$75.87
132-51	SAP FI/CO Functional SME	\$69.41	\$67.41	\$71.49	\$69.43	\$73.63	\$71.51	\$75.84	\$73.66	\$78.12	\$75.87
132-51	SAP Public Section Functional SME	\$92.54	\$90.54	\$95.32	\$93.26	\$98.18	\$96.06	\$101.12	\$98.94	\$104.16	\$101.91
132-51	SAP CRM Functional SME	\$92.54	\$90.54	\$95.32	\$93.26	\$98.18	\$96.06	\$101.12	\$98.94	\$104.16	\$101.91
132-51	SAP Banking Functional SME	\$75.19	\$73.19	\$77.45	\$75.39	\$79.77	\$77.65	\$82.16	\$79.98	\$84.63	\$82.38
132-51	SAP Application Assessment Functional SME	\$86.76	\$84.76	\$89.36	\$87.30	\$92.04	\$89.92	\$94.80	\$92.62	\$97.65	\$95.40
132-51	SAP Real Estate Functional SME	\$63.62	\$61.62	\$65.53	\$63.47	\$67.50	\$65.38	\$69.52	\$67.34	\$71.61	\$69.36
132-51	SAP Fund Management Functional SME	\$86.76	\$84.76	\$89.36	\$87.30	\$92.04	\$89.92	\$94.80	\$92.62	\$97.65	\$95.40
132-51	SAP C&D SME	\$75.19	\$73.19	\$77.45	\$75.39	\$79.77	\$77.65	\$82.16	\$79.98	\$84.63	\$82.38
132-51	SAP Insurance IS SME	\$75.19	\$73.19	\$77.45	\$75.39	\$79.77	\$77.65	\$82.16	\$79.98	\$84.63	\$82.38
132-51	SAP Grants Management SME	\$75.19	\$73.19	\$77.45	\$75.39	\$79.77	\$77.65	\$82.16	\$79.98	\$84.63	\$82.38
132-51	SAP Migration SME	\$86.76	\$84.76	\$89.36	\$87.30	\$92.04	\$89.92	\$94.80	\$92.62	\$97.65	\$95.40
132-51	SAP eCATT SME	\$104.11	\$102.11	\$107.23	\$105.17	\$110.45	\$108.33	\$113.76	\$111.58	\$117.18	\$114.93
132-51	SAP C&A Security SME	\$63.62	\$61.62	\$65.53	\$63.47	\$67.50	\$65.38	\$69.52	\$67.34	\$71.61	\$69.36
132-51	SAP Security SME	\$69.41	\$67.41	\$71.49	\$69.43	\$73.63	\$71.51	\$75.84	\$73.66	\$78.12	\$75.87
132-51	SAP Operations SME	\$75.19	\$73.19	\$77.45	\$75.39	\$79.77	\$77.65	\$82.16	\$79.98	\$84.63	\$82.38
132-51	SAP Continual Improvement SME	\$75.19	\$73.19	\$77.45	\$75.39	\$79.77	\$77.65	\$82.16	\$79.98	\$84.63	\$82.38