



**GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST**

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

Note: Contractor has been awarded 132-51 Special Item Numbers under the Cooperative Purchasing and Disaster Recovery Programs.

WORLDWIDE FEDERAL SUPPLY SCHEDULE CONTRACT

**SCHEDULE TITLE: GENERAL PURPOSE COMMERCIAL INFORMATION
TECHNOLOGY EQUIPMENT, SOFTWARE, AND SERVICES**

FSC GROUP: 70

SIN 132-51 - INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES

FPDS Code D302	Systems Development Services
FPDS Code D306	Systems Analysis Services
FPDS Code D307	Automated Information Systems Services
FPDS Code D308	Programming Services
FPDS Code D311	Data Conversion Services
FPDS Code D316	IT Network Management Services
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.

Dominion Business Solutions, Inc.

11710 Plaza America Dr. Suite 140
Reston, Virginia 20190
(800) 407-8580

www.ibcdbs.com

Contractor's Administration Source:

**John Crumrine
703-650-9746**

jcrumrine@ibcdbs.com

Contract Number: **GS-35F-155BA**

Period Covered by Contract: **January 13, 2014 – January 12, 2019**

General Services Administration
Management Services Center Acquisition Division
Modification #____, dated ____

Pricelist current through original award, dated January 13, 2014.

**Business Size:
Small Business**

DUNS: 832482421

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

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**GSA AWARDED TERMS AND CONDITIONS
DOMINION BUSINESS SOLUTIONS, INC.**

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

SIN	Description
132 51	132 51-Information Technology Professional Services – SUBJECT TO COOPERATIVE PUR

1b. Identification of the lowest priced model number and price for each SIN: See attached Pricelist

1c. Hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided: Please refer to pricelist and labor category descriptions.

2. Maximum order*: \$500,000

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

3. Minimum order: \$100

4. Geographic coverage (delivery area):

SIN	Scope
132 51	V – 48 States, DC

5. Point(s) of production (city, county, and State or foreign country): Reston, Fairfax County, Virginia.

6. Discount from list prices or statement of net price: Refer to attached Proposed Pricelist

7. Quantity discounts: N/A

8. Prompt payment terms: 0% Net 30 Days

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

Accepted

9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:

Not Accepted

10. Foreign items (list items by country of origin): N/A

11a. Time of delivery. (Contractor insert number of days.) 30 days after receipt of order or **To be negotiated at the task order level**

11b. EXPEDITED DELIVERY: To be negotiated at the task order level

11c. OVERNIGHT AND 2-DAY DELIVERY: To be negotiated at the task order level

11d. URGENT REQUIREMENTS: To be negotiated at the task order level

12. F.O.B. point(s): D-Destination

13a. Ordering address(es):

11710 PLAZA AMERICA DR STE 140, RESTON, VA – 20190-5635, USA.

John Crumrine

703-650-9746

jcrumrine@ibcdbs.com

13b. Ordering procedures: 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

14. Payment address(es): 11710 PLAZA AMERICA DR STE 140, RESTON, VA – 20190-5635, USA.

15. WARRANTY PROVISION: N/A

16. EXPORT PACKING CHARGES: N/A

17. TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE:

Accepted at or below the micro-purchase threshold

18. TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR (if applicable): N/A

19. TERMS AND CONDITIONS OF INSTALLATION (IF APPLICABLE): N/A

20. TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES (IF AVAILABLE): N/A

20a. TERMS AND CONDITIONS FOR ANY OTHER SERVICES (IF APPLICABLE): N/A

21. LIST OF SERVICE AND DISTRIBUTION POINTS (IF APPLICABLE):

11710 PLAZA AMERICA DR STE 140, RESTON, VA – 20190-5635, USA.

John Crumrine

703-650-9746

jcrumrine@ibcdbs.com

- 22. **LIST OF PARTICIPATING DEALERS (IF APPLICABLE):** N/A
- 23. **PREVENTIVE MAINTENANCE (IF APPLICABLE):** N/A
- 24a. **SPECIAL ATTRIBUTES SUCH AS ENVIRONMENTAL ATTRIBUTES (e.g. recycled content, energy efficiency, and/or reduced pollutants):** N/A

24b. If applicable, Section 508 compliance information on the supplies and services in this contract are available in Electronic and Information Technology (EIT) at the following:

www.ibcdbs.com

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

25. Data Universal Number System (DUNS) number: 832482421

26. Notification regarding registration in Central Contractor Registration (CCR) database:
Active in SAM.gov database

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

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

1. SCOPE

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

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

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

3. ORDER

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

4. PERFORMANCE OF SERVICES

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

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

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

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

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

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

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

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

6. INSPECTION OF SERVICES

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

7. RESPONSIBILITIES OF THE CONTRACTOR

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

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

9. INDEPENDENT CONTRACTOR

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

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

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

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

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

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

11. INVOICES

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

12. PAYMENTS

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

(a) The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.

(b) The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by—

- (1) The offeror;
- (2) Subcontractors; and/or
- (3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

13. RESUMES

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

14. INCIDENTAL SUPPORT COSTS

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

15. APPROVAL OF SUBCONTRACTS

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

16. DESCRIPTION OF IT PROFESSIONAL SERVICES AND PRICING

a. The Contractor shall provide a description of each type of IT Service offered under Special Item Numbers 132-51 IT 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 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: Commercial Job Title: System Engineer

Minimum/General Experience: Three (3) years of technical experience which applies to systems analysis and design techniques for complex computer systems. Requires competence in all phases of systems analysis techniques, concepts and methods; also requires knowledge of available hardware, system software, input/output devices, structure and management practices.

Functional Responsibility: Guides users in formulating requirements, advises alternative approaches, conducts feasibility studies.

Minimum Education: Bachelor's Degree in Computer Science

Dominion Business Solutions, Inc. Labor Category Descriptions / GSA Awarded Price

IT Senior SME \$193.30/hr

Requirements: **The Senior IT Subject Matter Expert performs as technical expert on very critical and complex IT tasks. The candidate develops and translates detailed design into computer software, develops block diagrams, logic flow charts, test and debugs system, and is able to estimate software development timeframes, costs, issues, and risks. He or she is also a capable manager and mentor to less experienced staff.**

Degrees/Years of Experience: **Master's Degree and 10 years experience or Bachelor's Degree and 12 years experience**

Sr. Program Manager \$188.51/hr

Requirements: **The Senior Program Manager acts as the overall lead and manager for a significant program effort. The candidate has experience in technical leadership, planning and implementation, risk management, contracts management, procurement, and cost control. He or she sets and monitors works standards, communicate goals and policies, oversee financial and administrative tasks, and supervises direct staff while functioning as a primary point of contact for the client.**

Degrees/Years of Experience: **Master's Degree and 10 years experience or Bachelor's Degree and 12 years experience**

IT Subject Matter Expert \$172.59/hr

Requirements: **The Subject Matter Expert demonstrates deep technical expertise on highly visible and complicated IT programs. The candidate develops and translates detailed design into computer software, develops block diagrams, logic flow charts, test and debugs system, and is able to estimate software development timeframes, costs, issues, and risks. He or she is also a capable manager and mentor to less experienced staff.**

Degrees/Years of Experience: **Master's Degree and 8 years experience or Bachelor's Degree and 10 years experience**

Sr. Enterprise Prod Spec \$169.56/hr

Requirements: **Senior Enterprise Product Specialist supervises and manages the day-to-day activities of the configuration and operation computer systems. This includes COTS installation, license management and maintenance, system configuration, and system modifications. This individual ensures that product resources are used in an efficient and effective manner.**

Degrees/Years of Experience: **Master's Degree and 8 years experience or Bachelor's Degree and 10 years experience**

Program Manager \$168.56/hr

Requirements: **The Program Manager has managed and provided oversight to an entire portfolio of projects and deliverables within an organization or across organizational units. The candidate has experience and is comfortable with any budget, personnel, and delivery issues that may occur within an engagement, and is able**

to provide experienced decisionmaking capabilities that would resolve such issues. Finally, the candidate mentors project managers and directs them in the execution of project management principles.

Degrees/Years of Experience: Master's Degree and 7 years experience or Bachelor's Degree and 9 years experience

Sr. Solution Architect

\$159.59/hr

Requirements: Senior Solutions Architect will provide detailed analysis of solution technical requirements, create models of business and technology scenarios and assist in interpreting results, use structured problem solving frameworks to define, analyze and develop alternative technical solutions to business problems, perform technical analyses to assess the impact of solution implementation efforts, and develop solution implementation roadmaps.

Degrees/Years of Experience: Master's Degree and 7 years experience or Bachelor's Degree and 9 years experience

Enterprise Product Specialist

\$154.60/hr

Requirements: The Enterprise Product Specialist supports the day-to-day activities of the configuration and operation computer systems. This includes COTS installation, license management and maintenance, system configuration, and system modifications. This individual ensures that product resources are used in an efficient and effective manner and raises issues and/or risk to the senior enterprise product specialist and project manager.

Degrees/Years of Experience: Master's Degree and 6 years experience or Bachelor's Degree and 8 years experience

Sr. Systems Analyst

\$153.60/hr

Requirements: The Senior Systems Analyst performs as technical lead on very critical or complex tasks. The candidate analyze systems requirements and design specifications, engineers software to optimize operating time and efficiency and is knowledgeable of state-of-the-art design and development technologies such as operating systems, communication software, education and training systems, database compilers, object technologies, and network technologies.

Degrees/Years of Experience: Master's Degree and 6 years experience or Bachelor's Degree and 8 years experience

Operations Analyst

\$144.69/hr

Requirements: The Operations Analyst applies an organization-wide set of disciplines for the planning, analysis, design, and construction of systems on a system-wide basis or across a major sector of the enterprise. The candidate provides assistance to users in resolving system problems, provides systems backups, and system maintenance.

Degrees/Years of Experience: Master's Degree and 6 years experience or Bachelor's Degree and 8 years experience

Enterprise/Solution Architect

\$144.63/hr

Requirements: The Enterprise/Solution Architect has an extensive knowledge of how each layer of the enterprise IT environment can and should interact as a means to produce a given set of outputs. This individual is able to apply federal enterprise architecture methodologies to the business, data, architecture,

and infrastructure layers of the organization and then identify solutions that align to the environment. Finally, this candidate holds an expert knowledge of system analysis and design methodologies and tools, and experience with large and complex systems.

Degrees/Years of Experience: **Master's Degree and 5 years experience or Bachelor's Degree and 7 years experience**

Sr. Testing Specialist \$139.64/hr

Requirements: The Senior Testing Specialist has extensive experience with analyzing individuals applications and systems based upon their current vs. expected functionality. This person has experience with a wide range of programming language to include .NET, JAVA, PHP, SQL, and HTML among others. The candidate has designed, developed, and tested proposed solutions to business problems and client requirements prior to implementation.

Degrees/Years of Experience: **Master's Degree and 5 years experience or Bachelor's Degree and 7 years experience**

Enterprise App Eng Sr. \$133.21/hr

Requirements: The Senior Enterprise Application Engineer is able to conduct analysis and design of applications on complex systems, use of programming languages, and knowledge of storage and retrieval methods. Duties may include performing, leading, and coordinating activities in one or more of the following areas: requirements analysis, design analysis, programming, software integration, documentation, and other technical task.

Degrees/Years of Experience: **Master's Degree and 4 years experience or Bachelor's Degree and 6 years experience**

Project Manager \$132.34/hr

Requirements: The Project Manager has led multiple phases of the systems development life cycle or led a specific domain on a major project or program. The candidate has managed one or more small task orders in the following areas: performance of the assigned task or task area including cost, schedule, and technical performance. Also provides leadership to the task team, manages and directs daily task, interfaces with the customer and manages a team of multi-disciplined staff.

Degrees/Years of Experience: **Master's Degree and 4 years experience or Bachelor's Degree and 6 years experience**

Sr. Database Administrator \$129.67/hr

Requirements: The Senior Database Administrator provides plannign and implementation guidance for incorporating new applications to the database system. This person provides the knowledge and experience to maintaining database systems, as well as the ability to modify and maintain databases for specific user requirements.

Degrees/Years of Experience: **Master's Degree and 4 years experience or Bachelor's Degree and 6 years experience**

Jr. Enterprise Product Specialist \$124.68/hr

Requirements: The Junior Enterprise Product Specialist is able to support senior product specialist in the design, implementation and maintenance of a given system. The candidate will be offer a working knowledge

of a variety of IT systems specific to the client needs. Where applicable, training certification will be required prior to initiating client work.

Degrees/Years of Experience: **Master's Degree and 3 years experience or Bachelor's Degree and 5 years experience**

Enterprise App Eng Int \$121.48/hr

Requirements: **The Enterprise Application Engineer is able to support the analysis and design of applications on complex systems, use of programming languages, and knowledge of storage and retrieval methods. Duties may include supporting activities in one or more of the following areas: requirements analysis, design analysis, programming, software integration, documentation, and other technical task.**

Degrees/Years of Experience: **Master's Degree and 3 years experience or Bachelor's Degree and 5 years experience**

Sr. Business Analyst \$120.26/hr

Requirements: **The Senior Business Analyst has experience leading major business process design and improvement efforts. The Senior BA has demonstrated an ability to lead requirements gathering efforts in multiple business process environments. The Senior BA interacts directly with the functional lead for the client team and has demonstrated the ability to lead others in documenting business processes.**

Degrees/Years of Experience: **Master's Degree and 3 years experience or Bachelor's Degree and 5 years experience**

Systems Analyst \$118.15/hr

Requirements: **The Systems Analyst performs as technical support on IT tasks. The candidate support the development of systems requirements and design specifications, engineers software to optimize operating time and efficiency and is knowledgeable of state-of-the-art design and development technologies such as operating systems, communication software, education and training systems, database compilers, object technologies, and network technologies.**

Degrees/Years of Experience: **Master's Degree and 3 years experience or Bachelor's Degree and 5 years experience**

Testing Specialist \$119.69/hr

Requirements: **The testing specialist has experience designing, developing, and executing system test procedures. The candidate's duties may include designing, developing, and testing proposed solutions to business problems and client requirements prior to implementation.**

Degrees/Years of Experience: **Master's Degree and 3 years experience or Bachelor's Degree and 5 years experience**

Sr. Training Analyst \$115.70/hr

Requirements: **The Senior Training Analyst has extensive experience developing and implementing training programs. The candidate develops alternate training scenarios, appropriate training approaches, and prepares training plans, training curricula, and materials. This person identifies the best approach to meeting specific training requirements. Lastly, this person identifies both hardware and software components of the IT and considers different approaches for systems training and determines the best application of available training tools.**

Degrees/Years of Experience: **Master's Degree and 3 years experience or Bachelor's Degree and 5 years experience**

Sr. App Developer

\$107.87/hr

Requirements: **The Senior Application Developer has extensive relevant experience in programming languages, database management systems, and software development management experience. The candidate's duties may include performing, leading, and coordinating activities in one or more of the following areas: requirements analysis, design analysis, design, programming, software integration, documentation, test and evaluation, and other technical tasks.**

Degrees/Years of Experience: **Master's Degree and 3 years experience or Bachelor's Degree and 5 years experience**

Business Analyst

\$89.77/hr

Requirements: **The Business Analyst has experience assisting with the application of process improvement and reengineering methodologies and principles to conduct IT modernization projects. The BA assists with requirements gathering efforts, and translates functional business requirements into business process and requirements work packages. Assists with group facilitation, interviewing, training, and provides additional forms of knowledge transfer**

Degrees/Years of Experience: **Master's Degree and 2 years experience or Bachelor's Degree and 4 years experience**

Training Analyst

\$94.76/hr

Requirements: **The Training Analyst has experience supporting various training programs. The candidate supports alternate training scenarios, appropriate training approaches, and reviews training plans, training curricula, and materials. Lastly, this person may support the Senior Training Analyst in identifying both hardware and software components of the IT while considering different approaches for systems training.**

Degrees/Years of Experience: **Master's Degree and 2 years experience or Bachelor's Degree and 4 years experience**

Application Developer

\$89.77/hr

Requirements: **The Application Developer has a working knowledge of programming languages, database management systems, and software development management experience. The candidate is able to support the senior application developer in one or more of the following areas: requirements analysis, design analysis, design, programming, software integration, documentation, test and evaluation, and other technical tasks.**

Degrees/Years of Experience: **Master's Degree and 2 years experience or Bachelor's Degree and 4 years experience**

Junior Business Analyst

\$75.80/hr

Requirements: **The Junior Business Analyst will have a working knowledge of analytical techniques and experience in gathering data to solve complex technical problems (e.g. requirements definition, operations research, modeling). The candidate's duties may include definition of functional requirements, developing training materials, and analysis of complex problems.**

Degrees/Years of Experience: **Master's Degree and no experience or Bachelor's Degree and 2 years experience**