Pink Frog Interactive, Inc.
Contract Number   GS-35F-376CA
GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE CATALOG/PRICE LIST

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

SCHEDULE TITLE: Federal Supply Schedule 70 – General Purpose Commercial Information Technology Equipment, Software, and Services
SIN 132-51 – Information Technology (IT) Professional Services

CONTRACT NUMBER: GS-35F-376CA

CONTRACT PERIOD: June 24, 2015 to June 23, 2020
For more information on ordering from Federal Supply go to this website:
www.gsa.gov/schedules

CONTRACTOR: Pink Frog Interactive, Inc.
45 Chapel Ridge Place, Pittsburgh, PA 15238
Phone number: 412-848-2777
Fax number: none
E-Mail: tamella@pinkfroginteractive.com

CONTRACTOR'S ADMINISTRATION SOURCE:
Name & Title: Tamella Fritz, Principal and Founder
45 Chapel Ridge Place, Pittsburgh, PA 15238
Phone number: 412-848-2777
Fax number: none
E-Mail: tamella@pinkfroginteractive.com

BUSINESS SIZE: Small, Woman-Owned Business

Pink Frog interactive, Inc In Brief

Pink Frog Interactive, Inc. is a small, woman-owned business. We were founded in 2005 and specialize in user experience, interface design, information architecture and design research. We improve the quality of human interaction and experience with web applications, product interfaces and services. Our process helps to ensure that your products are useful, usable and desirable.

The Principal and Founder, Tammy Fritz, has over 20 years of experience in user-centered design, a Masters of Design degree in Communication Planning and Information Design from Carnegie Mellon University, a Bachelor of Science degree in Business Administration from the University of Pittsburgh and a certificate in Specialized Technology from the Art Institute of Pittsburgh.

Our Capabilities

Service Design
Customer Experience Design
User Experience Design
Design Research
User Interface Design
Interaction Design
Visual Design
Front End Developer (Low-High Fidelity Prototyping)
Information Architecture
Innovation and Brainstorming

Our Process

Process

Investigation and Analysis	Synthesis and Evaluation	Refinement and Implementation
UNDERSTANDING THE USER & CONTENT	**USER FEEDBACK & ITERATIVE DESIGN**	**DELIVERY**

Emotions	Brainstorming	Debugging
Culture	Innovation	Testing across platforms, devices
Social	Exploration	Final rendering
Ecosystem	Wire frames	Delivery
Environment	Prototyping	Monitor feedback
Perceptions	Technology	
Goals		
Needs		
Demographics		
Psychographics		
Subject matter		
Constraints		
Design research		
Landscape		

We follow an iterative, user-centered design process and use principles and techniques derived from cognitive science, psychology and anthropology to design and test interfaces to make them useful, usable and desirable.

We use techniques and principles derived from:

emotions

cognitive science

perception

performance

attention span

psychology

behavioral economics

decision-making

interactions

neuroscience

anthropology

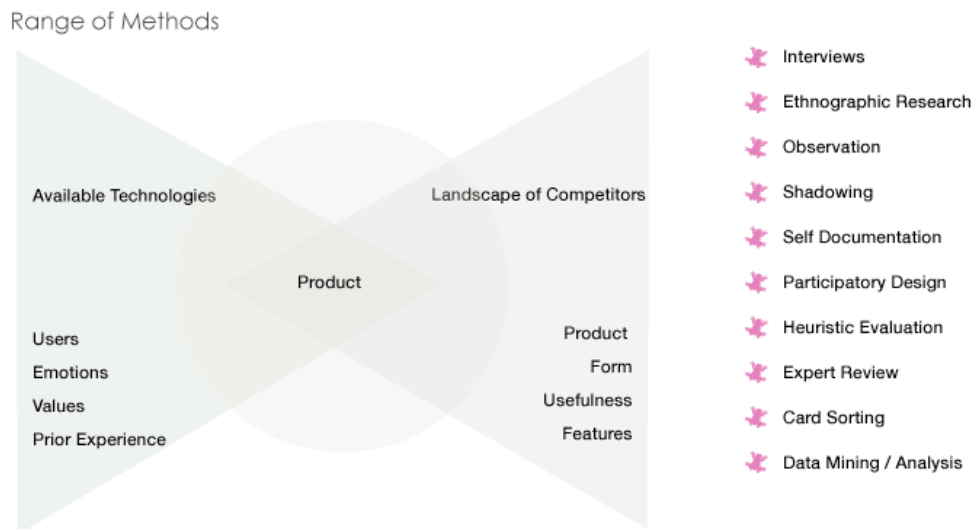values

memory

attention

environment

behavior

To design interfaces and interactions based on design research, we look at the way, people think, act, learn, behave, memorize, and perceive

Agile, like user-centered design, puts the user/customer at the center of the process and supports iterative design while seeking to understand and meet the user/customer needs. UCD up front saves time and money by bringing the voice of the user/customer to the development team. Budget is spent efficiently and effectively because design is based on qualitative and quantitative research and user needs and expectations.

Investigation and Analysis

We use design research to define and understand the users and their goals, identify any problems and unmet needs on the existing site. Our design research methods include:

Range of Methods

Available Technologies

Landscape of Competitors

Product

Users
Emotions
Values
Prior Experience

Product
Form
Usefulness
Features

- Interviews
- Ethnographic Research
- Observation
- Shadowing
- Self Documentation
- Participatory Design
- Heuristic Evaluation
- Expert Review
- Card Sorting
- Data Mining / Analysis

We work at the intersection of what people think, say and do. We interview users and internal stakeholders (such as customer and technical support) to find existing problems. We seek to understand users' goals, behavior, environment, context of use, mental model of the information space, expectations, needs, perceptions, motivation, emotions, culture and more to inform our designs so they match users' expectations and needs.

THINK/SAY
Psychology
Cognitive Science
Attention
Perception
Memory

DO
Anthropology
Environment
Values
Culture
Behavior

MAKE
Participatory Design
Emotions
Feelings
Dreams
Desires

Our design research methods depend on the unique characteristics of the project, including the client, the budget, project goals and constraints.

Brainstorming, Innovation and Iterative Design
Once we understand the problem and users we brainstorm new solutions. User data drives decisions and supports rationale. Wireframes help facilitate agreement in functionality and layout, and are then turned into visual designs. We test early and often to prevent costly redesign of completed products.

Refinement and Implementation
Once the product is tested and released, we continue to collect feedback to identify and implement changes that support the evolution of user needs and expectations. A great user experience is an ongoing process.

Understanding human factors, doing up-front design research and iterative design and testing throughout the project, and, using responsive design and frameworks, supports a responsive Agile process and mitigates the risk of project failure in terms of cost, schedule, and quality.

Customer Information

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

SIN   DESCRIPTION

Special Item No. 132-51 Professional I/T Services

Information Technology Professional Services - SUBJECT TO COOPERATIVE PURCHASING - Includes resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400.

1b.   LOWEST PRICED MODEL NUMBER AND PRICE FOR EACH SIN:
          (Government net price based on a unit of one)
          n/a

1c.   HOURLY RATES (Services only):
          See "**Pink Frog Interactive, Inc. Labor Categories, Descriptions, and GSA Schedule Rates**"

2.   MAXIMUM ORDER*:

$500,000 per SIN and $500,000 per order

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

3.   MINIMUM ORDER: $100

4.   GEOGRAPHIC COVERAGE: Domestic, 50 states, Washington, DC. Anywhere if the work can be done remotely from my Pittsburgh office.

5.   POINT(S) OF PRODUCTION: N/A

6.   DISCOUNT FROM LIST PRICES:

GSA Net Prices are shown on the attached GSA Pricelist. Negotiated discount has been applied and the IFF has been added.

7.   QUANTITY DISCOUNT(S): 2% off task order of $300,000 - $500,000,   3% off task orders of $500,000 or more

8.   PROMPT PAYMENT TERMS: 1% if paid in full within 5 days of invoice, excluding orders paid by credit card.

9.a   Government Purchase Cards must be accepted at or below the micro-purchase threshold.

9.b   Government Purchase Cards are accepted above the micro-purchase threshold. Contact contractor for limit.

10.   FOREIGN ITEMS: N/A

11a.   TIME OF DELIVERY:
132-51 As Negotiated For Each Task Order

11b.   EXPEDITED DELIVERY: Items available for expedited delivery are noted in this price list.

11c.   OVERNIGHT AND 2-DAY DELIVERY: Overnight and 2-day delivery are available. Contact the Contractor for rates.

11d.   URGENT REQUIRMENTS: Agencies can contact the Contractor's representative to affect a faster delivery. Customers are encouraged to contact the contractor for the purpose of requesting accelerated delivery.

12.   FOB POINT: Destination

13a.   ORDERING ADDRESS: Same as contractor.

13b.   ORDERING PROCEDURES: Ordering activities shall use the ordering procedures described in Federal Acquisition Regulation 8.405-3 when placing an order or establishing a BPA for supplies or services. The ordering procedures, information on Blanket Purchase Agreements (BPA's) and a sample BPA can be found at the GSA/FSS Schedule Homepage (fss.gsa.gov/schedules).

14.   PAYMENT ADDRESS: Same as contractor.

15.   WARRANTY PROVISION: N/A for services

16.   EXPORT PACKING CHARGES: N/A

17.   TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE: (any thresholds above the micropurchase level may be inserted by contractor)

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): N/A

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.   Section 508 Compliance for Electronic and Information Technology (EIT): as applicable

25.   DUNS NUMBER: 14-458-3783

26.   NOTIFICATION REGARDING REGISTRATION IN SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE: Contractor has an Active Registration in the SAM database.

Terms and Conditions

NOTE: Insert specific terms and conditions for applicable SINs and price list.

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)
The phrase, "Information Technology (IT) Professional Services/Identity Access Management (IAM) Professional Services" in the following paragraphs may need to be revised in order to be consistent with the Offeror's proposal; e.g., if only IT Professional Services are offered, all references to IAM Services should be deleted.

 ****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.

Pink Frog Interactive, Inc. Labor Categories, Descriptions, and GSA Schedule Rates

IT PROFESSIONAL SERVICES AND PRICING

Commercial Labor Category	Minimum/ General Experience and Years of Experience	Functional Responsibility	Educational Requirements	Proposed GSA Schedule Rate with IFF
Product Manager	5 Years	Experience managing the delivery, ongoing success, and continuous improvement of one or more digital products and/or platforms. Primarily responsible for:	Bachelors Degree	$125.44/hr

		• Lead one or more multi-disciplinary agile delivery teams to deliver excellent new products and/or iterations to existing products to meet user needs • Gather user requirements based on a communicable understanding of diverse audience groups • Define and get stakeholder buy-in for product definition and delivery approach • Create effective, prioritized product descriptions, and delivery plans to meet user needs in a cost-effective way • Interpret user research in order to make the correct product decisions, noting that users do not always know what they want • Continually keep abreast of changes to user habits, preferences, and behaviors across various digital platforms and their implications for successful delivery of government digital services • Underpin the delivery and iteration of digital services through effective analysis of qualitative and quantitative user data Communicate credibly with a wide range of digital delivery disciplines and talent		
Interaction Designer	5 years	The Interaction Designer is part of a collaborative, multi-disciplinary team focused on improving usability, and user experience. They are responsible for conducting user research, analysis & synthesis, persona development, interaction design, and usability testing to create products that delight our customers. Primarily responsible for: ● Conduct stakeholder interviews, user	Bachelors Degree	$125.44/hr

requirements analysis, task analysis, conceptual modeling, information architecture, interaction design, and usability testing

● Design and specify user interfaces and information architecture

● Lead participatory and iterative design activities, including observational studies, customer interviews, usability testing, and other forms of requirements discovery

● Produce user requirements specifications & experience goals, personas, storyboards, scenarios, flowcharts, design prototypes, and design specifications

● Effectively communicate research findings, conceptual ideas, detailed design, and design rationale and goals both verbally and visually

● Plan and facilitate collaborative critiques and analysis & synthesis working sessions

● Work closely with visual designers and development teams to ensure that customer goals are met and design specifications are delivered upon

● Work closely with writers to ensure that customer goals are met.

● Designs and develops primarily internet/web pages and applications

● Develops proof-of-concepts and prototypes of easy-to-navigate user interfaces (UIs) that consists of web pages with graphics, icons, and color schemes that are visually appealing

User Researcher	5 years	The User Researcher is responsible for conducting user research, analysis & synthesis, to create products that delight our customers. Primarily responsible for: ● Researches user needs as well as potential system enhancements ● Conducts ethnographic research ● Conducts participatory design ● Uses quantitative and qualitative research methods ● Conduct literature reviews ● Understand human behavior	Bachelors Degree	$125.44/hr
Usability Tester	5 years	The Usability Tester is primarily responsible for: ● Leading participatory and iterative design activities, including observational studies, customer interviews, usability testing, and other forms of requirements discovery ● Effectively communicate research findings, conceptual ideas, detailed design, and design rationale and goals both verbally and visually ● Planning, recruiting, and facilitating the usability testing of a system ● Analyzing and synthesizing the results of usability testing in order to provide recommendations for change to a system ● May create such artifacts as Usability Testing Plan, Testing Scripts, and Usability Testing Report	Bachelors Degree	$125.44/hr
Visual Designer	5 years	The Visual Designer starts with a deep understanding	Bachelors	$125.44/hr

		of the goals of customers and the business so that they can create experiences that delight. Visual Designers will be well-versed in all aspects of current visual design standards and trends and will be responsible for managing project design reviews, resource planning, and execution for all project work related to visual design. Primarily responsible for: ● Oversees all visual design efforts ● Guides, mentors, and coaches team members while leading projects to successful completion ● Develops and maintains relationships with key peers in Marketing, Branding, UX leaders, IT leaders, and others to identify and plan creative solutions ● Manages external service resources and budgets for visual design ● Defines, creates, communicates, and manages resource plans and other required project documentation such as style guides and provides updates as necessary	Degree	
Writer	5 years	Experience developing the strategy and execution of content across digital channels. Primarily responsible for: ● Improves content creation efforts by helping to lead the research & development of interactive and experiential storytelling for projects ● Advise how to improve the ongoing iteration of content models ● Collaborate with designers and other content strategists to improve how the	Bachelors Degree	$125.44/hr

		effectiveness of digital, print, and other content is measured ● Develop and maintain appropriate voice for produced content ● Advise how to streamline content production and management solutions and processes, based on user research ● Assign, edit, and produce content for products, services, and various projects ● Plan and facilitate content strategy workshops and brainstorming sessions on developing content and content services (including API development) ● Collaborate closely with developers and designers to create, test, and deploy effective content marketing experiences using the Agile method of software development ● Offer educated recommendations on how to deliver a consistent, sustainable and standards-driven execution of content strategy across products, services, and projects ● Collaborate with content managers, writers, information architects, interaction designers, developers, and content creators of all types ● Participate, as needed, on an Agile software development scrum teams		
Content Designer	5 years	Experience developing the strategy and execution of content across digital channels. Primarily responsible for: ● Collaborate with designers and other content strategists to improve how the	Bachelors Degree	$125.44/hr

		effectiveness of digital, print, and other content is measured ● Design layout of content ● Plan and facilitate content strategy workshops and brainstorming sessions on developing content and content services (including API development) experiences using the Agile method of software development ● Offer educated recommendations on how to deliver a consistent, sustainable and standards-driven execution of content strategy across products, services, and projects ● Collaborate with content managers, writers, information architects, interaction designers, developers, and content creators of all types ● Participate, as needed, on an Agile software development scrum teams		
Content Strategist	5 years	Experience developing the strategy and execution of content across digital channels. Primarily responsible for: ● Determines what content is useful to have and how it should be presented. ● Determine what information do our users need to find on the site ● Advise how to improve the ongoing iteration of content models ● Collaborate with designers and other content strategists to improve how the effectiveness of digital, print, and other content is measured ● Develop and maintain appropriate voice for produced content ● Advise how to streamline content	Bachelors Degree	$125.44/hr

		production and management solutions and processes, based on user research ● Assign, edit, and produce content for products, services, and various projects ● Plan and facilitate content strategy workshops and brainstorming sessions on developing content and content services (including API development) ● Collaborate closely with developers and designers to create, test, and deploy effective content marketing experiences using the Agile method of software development ● Offer educated recommendations on how to deliver a consistent, sustainable and standards-driven execution of content strategy across products, services, and projects ● Collaborate with content managers, writers, information architects, interaction designers, developers, and content creators of all types ● Participate, as needed, on an Agile software development scrum teams		
Frontend Web Developer	5 years	Experience using modern, frontend web development tools, techniques, and methods for the creation and deployment of user-facing interfaces. Is comfortable working in an agile and lean environment to routinely deploy changes. Primarily responsible for: ● Frontend web development using modern techniques and frameworks (e.g., HTML5, CSS3, CSS frameworks like LESS and SASS,	Bachelors Degree in Computer Science or related field	$125.44/hr

Responsive Design, Bourbon, Twitter Bootstrap)
● JavaScript development using modern standards, including strict mode compliance, modularization techniques and tools, and frameworks and libraries (e.g., jQuery, MV* frameworks such as Backbone.js and Ember.js, D3)
● Consuming RESTful APIs
● Using and working in team environments that use agile methodologies (e.g., Scrum, Lean)
● Use of version control systems, specifically Git and GitHub
● Ensuring Section 508 Compliance
● Quickly researching and learning new programming tools and techniques
● Using and working with open source solutions and community
● Creating web layouts from static images
● Creating views and templates in full-stack frameworks like Rails, Express, or Django