

**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: GSAAvantage.gov.

BAE SYSTEMS



General Purpose Commercial Information Technology Professional Services – IT Schedule 70

SIN 132-51 Information Technology Professional Services

- FSC D301 Automatic Data Processing Facility Management
 - FSC D302 Automatic Data Processing Systems Development
 - FSC D306 Automatic Data Processing System Analysis Services
 - FSC D307 Automated Information System Design and Integration Services
 - FSC D308 Automatic Data Processing Programming Services
 - FSC D310 Automatic Data Processing Backup and Security Services
 - FSC D311 Automatic Data Processing Data Conversion Services
 - FSC D313 Computer Aided Design/Computer Aided Manufacturing (CAD/CAM) Services
 - FSC D316 Telecommunication Network Management Services
 - FSC D317 Automated News Services/Data Services
 - FSC D399 Other Computer Services
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Contract No: GS-35F-4668G

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at fss.gsa.gov.

Contract Period: 07/14/1997 - 7/13/2017

Business Size: Large

Pricelist current through Modification A519, dated 8/16/2016

**BAE Systems Information Solutions Inc.
8201 Greensboro Drive, Suite 1200
McLean, Virginia 22102**



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Customer Information

1a. Awarded SIN/s:

Special Item Number	Description
132-51	Information Technology Professional Services - This SIN 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 Labor Category: **89G/89C - Administrative Analyst/Specialist**

1c. See the [Labor Category Descriptions](#) section for descriptions of all corresponding job titles, experience, functional responsibility and education for the employee or subcontractor professional services offered.

2. Maximum order - The maximum order (threshold) value per order for this contract is \$500,000.

3. Minimum order - The minimum order to be issued is \$100.00.

4. Geographic Scope of Contract

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

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.

5. Points of Production: Services provided worldwide.

6. Prices shown are NET Prices; Basic discounts have already been deducted.

7. Quantity Discounts are offered depending upon the circumstances of each individual order. Dollar Volume: Additional 3% for individual task orders over \$10,000,000.

8. Prompt Payment terms: None

9a. Government purchase cards are accepted for payments equal to or less than the micro purchase threshold for oral or written delivery orders.

9b. Government purchase cards are accepted for payment above the micro-purchase threshold.

10. Foreign items are not available on this contract.

11a. Time of Delivery – BAE Systems will deliver to destination within the number of calendar days after receipt of order (ARO) as negotiated between BAE Systems and the Ordering Agency.

11b. Expedited Delivery – N/A

11c. Overnight and 2-day delivery – N/A

11d. Urgent Requirements – When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering agency, agencies are encouraged, if time permits, to contact the contractor for the purpose of obtaining accelerated delivery. The contractor shall reply to the inquiry within 3 workdays after receipt. (Telephonic replies shall be confirmed by the contractor in writing.) If the

contractor offers an accelerated delivery time acceptable to the ordering agency, any order(s) placed pursuant to the agreed upon accelerated delivery time frame shall be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract.

12. FOB Point: Destination

13a. Ordering Address: BAE Systems Information Solutions Inc.
8201 Greensboro Drive, Suite 1200
McLean, Virginia 22102

To obtain ordering assistance:
BAE Systems IS GSA Contracts Office – 703-345-4558; Fax: 571-392-9114; GSA.IT.PMO@baesystems.com

Authorized Reseller ordering points of contact and information appear below:

Authorized Reseller	Ordering Point of Contact	DUNS Number	CAGE Code (FSCM)
BAE Systems Technology Solutions and Services Inc.	Elizabeth Allegretto 850-664-6070 X6724 fax: 850-664-6007	10-393-3453	99789
BAE Systems Technology Solutions and Services Inc.	Hares Aly 301-738-5979 fax: 301-738-4750	10-393-3453	99789

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 services. These procedures apply to all schedules.

- FAR 8.405-1 Ordering procedures for supplies, and services not requiring a statement of work.
- FAR 8.405-2 Ordering procedures for services requiring a statement of work.
- FAR 8.405-3 Blanket Purchase Agreements

14. Payment address: Please see SAM.gov registration.

Note: ACH/EFT information provided on task order billing by request. For Authorized Reseller information, see table at 13a.

15. Warranty Provision – N/A

16. Export packing charges – N/A

17. BAE Systems accepts the Government Purchase Card for any amount within the limits of the individual card.

18. Terms and conditions of rental, maintenance, and repair [Not Applicable]

19. Terms and conditions of installation [Not Applicable]

20. Terms and conditions of repair parts [Not Applicable]

21. List of service and distribution points [Not Applicable]

22. List of participating dealers [Not Applicable]

23. Preventive maintenance [Not Applicable]

- 24a.** Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants). [Not Applicable]
- 24b.** If applicable, Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and will be addressed on a task order by task order basis. The EIT standards can be found at: www.Section508.gov.
- 25.** Data Universal Number System (DUNS) number: 045828282
For Authorized Reseller DUNS, see table at 13a.
- 26.** Notification regarding registration in Central Contractor Registration (CCR) database. BAE Systems Information Solutions Inc. is registered in the www.SAM.gov database (formerly CCR).

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**TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY (IT)
PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER 132-51)****1. Scope**

- a. The prices, terms and conditions stated under Special Item Number 132-51 Information Technology Professional Services apply exclusively to IT 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 in accordance with this clause.
- 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. Ordering activities 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 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

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.

9. Independent Contractor

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

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/Open Market Items

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 Services and Prices

- a. See subsequent pages for [labor categories and descriptions](#).
- b. Pricing for all IT Services shall be in accordance with the Contractor's customary commercial practices; e.g., hourly rates, monthly rates, term rates, and/or fixed prices. Please see the [Labor Rates](#) section for hourly rates by labor category and contract year.

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Labor Category Descriptions

BAE Systems Information Solutions Inc. recognizes that successful performance is dependent on having the right skills and experience. The job descriptions defined in this section summarize our broad staff strength and demonstrate our ability to respond to a full range of services tasks.

1G/1C - Junior Computer Specialist

Education: B.A. or B.S. degree, or equivalent experience in a related field.

General Experience: Must have 1 year of computer experience in at least two of the following disciplines: systems analysis, systems programming, application programming, or equipment analysis. General experience and specialized experience may have been accomplished in tandem.

Specialized Experience: At least 1 year of experience in evaluating computer hardware and software and its ability to support specific requirements.

Duties: Participates in the evaluation of computer hardware and software and assessment of its ability to support specific requirements and interface with other equipment and systems; determines potential and actual bottlenecks, and proposes recommendations for their elimination; and recommends systems improvements that will result in optimization of development and/or maintenance efforts.

2G/2C - Computer Specialist

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 4 years of computer experience, including 2 years of specialized experience.

Specialized Experience: At least 2 years of experience as either a computer hardware and/or systems software specialist, or as a systems analyst with duties relating to the evaluation of third- and fourth-generation or state-of-the-art computer hardware and software and its ability to support specific requirements for systems management or large-scale system development and maintenance.

Duties: Develop, manage, maintain, and evaluate state-of-the-art computer hardware, software, and software development tools; evaluate their ability to support specific requirements and interface with other equipment and systems; determine potential and actual bottlenecks, and propose recommendations for their elimination; and recommend systems improvements that will result in optimal hardware and software usage.

3G/3C - Senior Computer Specialist

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 8 years of computer experience, including 5 years of specialized experience.

Specialized Experience: At least 5 years of experience as either a computer hardware and/or systems software specialist, or as a systems analyst with duties relating to the evaluation of current state-of-the-art computer hardware and software and its ability to support specific requirements for hardware and software evaluation, systems management, or system development and maintenance.

Duties: Develops, manages, maintains, and evaluates current state-of-the-art computer hardware, software, and software development tools; evaluates their ability to support specific requirements and interface with other equipment and systems; determines potential and actual bottlenecks; proposes recommendations for their elimination; and makes recommendations for systems improvements that will result in optimal hardware and software usage. May lead a project team.

4G/4C - Junior Computer Systems Analyst

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 1 year of computer experience in assignments of a technical nature working under close supervision and direction. General experience and specialized experience may have been accomplished in tandem.

Specialized Experience: At least 1 year of experience in analyzing and programming applications on large-scale or mid-tier computers, including design and programming of moderately complex systems.

Duties: Develops requirements for information systems from a project's inception to its conclusion. Develops required specifications for simple to moderately complex systems. Assists senior computer systems analyst in preparing input and test data for the proposed system.

5G/5C - Computer Systems Analyst

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 5 years of computer experience in information systems design and management. Must demonstrate an ability to work independently or under only general direction on requirements that are moderately complex to analyze, plan, program, and implement. Experience must include 2 years of specialized experience.

Specialized Experience: At least 2 years of experience in analysis and design of business applications for complex large-scale or mid-tier computer systems, including experience in DBMS, and use of programming languages. Knowledge of current storage and retrieval methods; experience designing technical applications on computer systems; and demonstrated ability to formulate specifications for computer programmers to use in coding, testing, and debugging of computer programs.

Duties: Analyzes and develops computer software. Has a wide range of capabilities, including numerous engineering, business, and records management duties. Develops plans for systems from project inception to conclusion. Analyzes the problem and the information to be processed. Defines the problem, and develops system requirements and program specifications from which programmers prepare programs and tests. Closely coordinates with programmers to ensure proper implementation of program and system specifications.

6G/6C - Senior Computer Systems Analyst

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 7 years of computer experience working independently or under general direction on complex application problems involving all phases of systems analysis, including 5 years of specialized experience.

Specialized Experience: At least 5 years of experience in analysis and design of business applications for complex large-scale or mid-tier computer systems, or LAN-based systems, including experience in database management systems (DBMSs), and use of programming languages. Knowledge of current storage and retrieval methods and demonstrated ability to formulate specifications.

Duties: Provides technical and administrative direction for personnel performing software development tasks, including the review of work products for correctness, adherence to the design concept and user standards, and progress in accordance with project schedules. Coordinates with the Program Manager to ensure problem solution and user satisfaction. Makes recommendations, if needed, for approval of major systems installations. Prepares milestone status reports and deliveries/presentations on the system concept to colleagues, subordinates, and end user representatives. Provides daily supervision and direction to support staff.

7G/7C - Computer Systems Programmer

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 5 years of computer experience in information systems design, including 3 years of specialized experience.

Specialized Experience: At least 3 years of experience in systems analysis and programming.

Duties: Creates and/or maintains operating systems, communications software, database packages, compilers, repositories, and utility and assembler programs. Modifies existing software and develops special-purpose software to ensure efficiency and integrity between systems and applications.

8G/8C - Computer Programmer

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Two to three years of technical experience. Requires competence in analyzing functional business systems and design specifications for functional activities. Possesses knowledge of computer equipment and the ability to develop systems to satisfy design objectives. May require competence in analysis and design of system applications and programming languages. Possesses knowledge of system and database management concepts.

Duties: Supports testing, integrating, and refining the computer hardware to produce the desired functionality. Helps prepare both program-level and user-level documentation. Enhances hardware to reduce operating time or improve efficiency.

9G/9C - Senior Computer Programmer

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 8 years of programming experience in software development or maintenance, including 5 years of specialized experience.

Specialized Experience: At least 5 years of experience in systems analysis and programming.

Duties: Must be capable of utilizing current state-of-the-art equipment, languages, and/or technologies to develop and prepare plans for solution of business, management, communications, tactical, and strategic problems. Verifies the accuracy and completeness of programs and systems by preparing sample representative data, and performs testing by means of cycle and system processing.

10G/10C - Database Management Specialist

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Three to five years of experience in the use of database management systems. Requires competence in current DBMS technologies and application design using DBMS languages. Possesses knowledge of products, tools and techniques for database design and development.

Duties: Evaluates and recommends available DBMS products to support validated user requirements. Defines file organization, indexing methods, and security procedures for specific user applications. Maintains databases on day-to-day basis. May be responsible for backup and recovery operations for servers.

11G/11C - Database Manager

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 6 years of experience in the development and/or maintenance of database systems, including 4 years of specialized experience.

Specialized Experience: At least 4 years of experience with database management systems, system design and analysis, operating systems software, and internal and data manipulation languages.

Duties: Must be capable of managing the development of database projects. Plans and budgets staff and data resources. Supports application developers in planning preparation, load analysis, and back-up and recovery of data. When necessary, reallocates resources to maximize benefits. Prepares and delivers presentations on DBMS concepts. Provides daily supervision and direction to support staff. Monitors performance and evaluates areas to improve efficiency.

12G/12C - Engineer

Education: B.S. degree or equivalent experience in a related field.

General Experience: Must have 4 years of engineering experience. Additional education may be substituted for years of experience.

Specialized Experience: At least 2 years of experience as an engineer in support of telecommunications, system installation, data automation, or a related field.

Duties: Applies knowledge of and experience with engineering principles and techniques in the design, development, installation, integration, analysis, operation, maintenance, testing, and evaluation of software, security, telecommunications, or supervisory control, and data acquisition systems related projects and programs.

13G/13C - Lead Engineer

Education: B.S. degree or equivalent experience.

General Experience: Must have 6 years of engineering experience. Additional education may be substituted for years of experience.

Specialized Experience: At least 3 years of experience as an engineer in support of telecommunications, system installation, data automation, or a related field.

Duties: Applies knowledge of and experience with engineering principles and techniques in the design, development, installation, integration, analysis, operation, maintenance, testing, and evaluation of software, security, telecommunications, or supervisory control, and data acquisition systems related projects and programs. Provides these functions with little to no supervision. May supervise other engineers or teams of engineers.

14G/14C - Senior Engineer

Education: B.S. degree or equivalent experience.

General Experience: Must have 8 years of engineering experience. Additional education may be substituted for years of experience.

Specialized Experience: At least 4 years of experience as an engineer in support of telecommunications, system installation, data automation, or a related field.

Duties: Applies knowledge of and experience with engineering principles and techniques in the design, development, installation, integration, analysis, operation, maintenance, testing, and evaluation of software and ADP, security, telecommunications, or supervisory control, and data acquisition systems related projects and programs. Provides these functions with little to no supervision. May supervise others.

15G/15C - Information Engineer

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 4 years of experience in engineering, systems analysis, design, and programming, including 2 years of specialized experience.

Specialized Experience: At least 2 years of experience in information systems development, functional and data requirements analysis, systems analysis and design, programming, program design, and documentation preparation.

Duties: Must be capable of applying a business-wide set of disciplines for planning, analysis, design, construction, and maintenance of information systems on a business-wide basis or across a major sector of the business. Performs business strategic systems planning, information planning, and analysis. Performs process and data modeling in support of the planning and analysis efforts using both manual and automated tools, such as I-CASE tools. Applies reverse engineering and reengineering disciplines to develop migration strategic and planning documents. Provides technical guidance in software engineering techniques and automated support tools.

16G/16C - Principal Information Engineer

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 9 years of experience in managing the implementation of information engineering projects and experience in systems analysis, design, and programming, including 5 years of specialized experience.

Specialized Experience: At least 5 years of experience in information systems development, functional and data requirements analysis, systems analysis and design, programming, program design, and documentation preparation.

Duties: Must be capable of applying enterprise-wide set of disciplines for planning, analysis, design, and construction of information systems on an enterprise-wide basis or across a major sector of the enterprise. Develops analytical and computational techniques and methodology for problem solutions. Performs enterprise-wide strategic systems planning, information planning, business, and analysis. Performs process and data modeling in support of the planning and analysis efforts using manual and automated tools, such as Integrated Computer-Aided Software Engineering (I-CASE) tools. Must be able to apply reverse engineering and reengineering disciplines to develop migration strategic and planning documents. Provides technical guidance in software engineering techniques and automated support tools. May supervise others.

17G/17C - Senior Information Engineer I

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 8 years of experience in managing the implementation of information engineering projects and experience in systems analysis, design, and programming, including 5 years of specialized experience.

Specialized Experience: At least 5 years of experience in information systems development, functional and data requirements analysis, systems analysis and design, programming, program design, and documentation preparation using CASE and IE tools and methods.

Duties: Must be capable of applying business process improvement practices to modernization projects. Applies, as appropriate, activity and data modeling transaction flow analysis; internal control and risk analysis; modern business methods; and performance measurement techniques. Assists in establishing standards for information systems procedures. Develops and applies organization-wide information models for use in designing and building integrated, shared software and database management systems.

18G/18C - Senior Information Engineer II

Education: B.A. or B.S. degree or equivalent experience in Computer Science, Engineering, or related field (Master's degree preferred).

General Experience: Ten or more years of technical experience providing internal/external consulting services to management and technical staff in solving complex information issues. Requires competence in feasibility studies and cost/benefit analyses, hardware and software evaluation, developing IS standards and methodologies, and business process re-engineering. Possesses knowledge of the state-of-the-art in information technology and systems management.

Duties: Provides advice and guidance regarding the design, development, installation, operation, and maintenance of complex information systems.

19G/19C - Senior Quality Assurance Specialist

Education: B.A. or B.S. degree or equivalent experience in Computer Science, Engineering, or related field.

General Experience: Six years of general experience in the analysis and design of computer systems or software development with four years specialized quality assurance/control experience (may be concurrent). Must have working experience with systems and/or software standards, configuration control and documentation management, requirements analysis, problem solving, troubleshooting, and/or the use of metrics and testing.

Duties: Provides technical and administrative review of work processes, procedures and products to ensure adherence to design standards and specifications, to detect and correct errors and problems, and to relate progress to schedules. Works with programmers and engineers to eliminate problems. Collects and analyzes metrics and prepares status reports, problem notification reports and problem resolution reports.

20G/20C - Information Assurance Engineer - Expert

Education: B.S. degree or equivalent experience in a related field.

General Experience: Ten years of Information Assurance experience including 6 years of specialized experience. Additional education may be substituted for years of experience.

Specialized Experience: At least 7 years' experience as an engineer in support of telecommunications, system installation, data automation, or a related field. Expert in the application of information assurance, engineering principles and techniques in the secure design, development, integration, analysis, operation, maintenance, testing, and evaluation of software, security, telecommunications, or supervisory control, and data acquisition systems related projects and programs. May supervise other engineers or teams of engineers. Ability to obtain a TSC/SCI.

21G/21C - Applications Programmer

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 5 years of computer experience in information systems design, including 3 years of specialized experience.

Specialized Experience: At least 3 years of experience as an application programmer on large-scale DBMSs, knowledge of computer equipment, and ability to develop complex software to satisfy design objectives.

Duties: Analyzes functional business applications and design specifications for functional areas such as finance, accounting, personnel, manpower, logistics, and contracts. Develops block diagrams and logic flowcharts. Translates detailed design into computer software, tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including both program-level and user-level documentation. Enhances software to reduce operating time or improve efficiency and may provide technical direction to others as required to ensure program deadlines are met.

22G/22C - Senior Applications Programmer

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Four or more years of technical experience as an applications programmer. Possesses detailed knowledge of software design and attendant problems. In-depth experience in the analysis and design of system applications, possesses knowledge of system and database management concepts. Is expert in one or more programming languages.

Duties: Develops block diagrams and logic flow charts, and translates detailed design into computer software. Leads the testing, debugging, refining of computer software to produce the required product, and prepares program-level and user-level documentation. Analyses coding problems, suggests improvements to procedures, reviews existing programs, and assists in making refinements that reduces operating time and improves current techniques. Supervises software configuration management. May provide technical direction to programmers to ensure program deadlines are met.

23G/23C - Special Applications Programmer

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Four or more years of general programming experience. One to three years of technical experience designing and programming in new or in-demand software applications or systems.

Specialized Experience: Requires competency in the design and implementation of computer or database management systems, possesses knowledge of the state-of-the-art in software/database engineering methodologies, CASE tools, and design techniques, as well as applicable software/database standards.

Duties: Analyzes and studies system requirements, designs software tools and subsystems to support software and domain analyses, and manages their implementation. Manages software development and support using formal specifications, data flow diagrams, and other accepted design techniques and tools. Reviews existing programs and assists in making refinements to reduce operating time, and improve current techniques. Supervises software configuration management. May provide technical direction to programmers to ensure program deadlines are met.

24G/24C - Junior Analyst

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: One year of independent professional work, with demonstrated capability to define and carry out major sequences of decision-making tasks. Must have entry-level technical skills.

Duties: Typically serves as junior programmer, junior engineer, junior systems analyst, junior training specialist, junior database administrator, junior technical writer, junior configuration manager, junior technician, junior LAN administrator, office administrator, facilitator, word processing operator, or graphics specialist. Performs assigned tasks that are varied and that may be somewhat difficult in character, under supervision.

25G/25C - Analyst

Education: B.A. or B.S. degree or equivalent in professional experience.

General Experience: Three years of independent professional work, including responsibility for performing independent project-level tasks under relatively close supervision and monitoring.

Duties: Typically may serve as programmer, engineer, systems analyst, training specialist, database administrator,

technical writer, configuration manager, technician, LAN administrator, or graphics artist. Supports day-to-day project operations and performs assigned tasks that are varied and somewhat difficult in character. Instructions are typically broad and general in nature.

26G/26C - Lead Analyst

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Five years of independent professional work, including discharging independent project-level responsibility under general supervision.

Duties: Typically serves as lead data analyst, lead systems engineer, lead programmer, lead configuration manager, lead technical writer, lead resource planner, lead LAN administrator, lead computer specialist, lead quality specialist, lead technician, lead facilities planner, lead database administrator, lead graphics artist, or lead training specialist. Demonstrates significant technical competence and may perform varied and difficult tasks under supervision, conferring with supervisor. May be assisted by or may supervise more junior personnel.

27G/27C - Principal Analyst

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Eight years of technical leadership, including independent project responsibility plus responsibility for assisting at the decision-making level in major program operations.

Duties: Typically serves as principal data analyst, principal systems engineer, principal programmer, principal configuration manager, principal technical write, principal resource planner, or principal database administrator. Performs varied and difficult tasks under minimal supervision, conferring with supervisor on unusual matters. May be assisted by or may supervise more junior personnel. Has some latitude for unsupervised decision and action.

28G/28C - Senior Principal Analyst

Education: B.A. or B.S. degree or equivalent experience in a related field. Masters preferred.

General Experience: Ten years of management experience including major program-level responsibilities under only policy guidance and general supervision. Must have demonstrated the ability to serve as technical lead interface with the customer.

Duties: Typically serves as project manager, senior data analyst, senior systems engineer, senior programmer, senior configuration manager, or senior technical writer. May plan, conduct, supervise, and/or manage most tasks under minimum supervision, conferring with the supervisor on unusual matters. Assignments are broad in nature, requiring originality and ingenuity. May train or supervise junior and mid-level staff. Has substantial latitude for unsupervised decision and action. May have overall responsibility for project financial and technical management.

29G/29C - Junior Analyst/Specialist

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have knowledge of logistics, organizational, or management techniques as they apply to the use of telecommunications, data processing, or information technology. No specialized experience is required.

Duties: Analyzes, details, and performs integrated logistics support activities designed to provide effective and efficient life cycle support, security, telecommunications, supervisory control, and data acquisition systems or other management, organizational, and engineering processes.

30G/30C - Analyst/Specialist

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 4 years of work experience providing knowledge of logistics, organizational, or management techniques as they apply to the use of telecommunications, data processing, or information technology.

Specialized Experience: At least 2 years of experience as an analyst or specialist in support of telecommunications, system installation, data automation, or a related field.

Duties: Analyzes, details, and performs integrated logistics support activities designed to provide effective and efficient life cycle support, security, telecommunications, supervisory control, and data acquisition systems or other management, organizational, and engineering processes.

31G/31C - Lead Analyst/Specialist

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 8 years of work experience providing knowledge of logistics, organizational, or management techniques as they apply to the use of telecommunications, data processing, or information technology.

Specialized Experience: At least 4 years of experience as an analyst or specialist in support of telecommunications, system installation, data automation, or a related field.

Duties: Analyzes, details, and performs integrated logistics support activities designed to provide effective and efficient life cycle support, security, telecommunications, supervisory control, and data acquisition systems or other management, organizational, and engineering processes. May supervise other analyst/specialists or teams of analyst/specialists.

32G/32C - Senior Analyst/Specialist

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 6 years of work experience providing knowledge of logistics, organizational, or management techniques as they apply to the use of telecommunications, data processing, or information technology.

Specialized Experience: At least 3 years of experience as an analyst or specialist in support of telecommunications, system installation, data automation, or a related field.

Duties: Analyzes, details, and performs integrated logistics support activities designed to provide effective and efficient life cycle support, security, telecommunications, supervisory control, and data acquisition systems or other management, organizational, and engineering processes. May supervise other analyst/specialists.

33G/33C - Principal Analyst/Specialist

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 10 years of work experience providing knowledge of logistics, organizational, or management techniques as they apply to the use of telecommunications, data processing, or information technology.

Specialized Experience: At least 7 years of experience as an analyst or specialist in support of telecommunications, system installation, data automation, or a related field.

Duties: Analyzes, details, and performs integrated logistics support activities designed to provide effective and efficient life cycle support, security, telecommunications, supervisory control, and data acquisition systems or other management, organizational, and engineering processes. May supervise other analyst/specialists or teams of analyst/specialists.

34G/34C - Systems Analyst

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Three to five years of technical experience analyzing and supporting the design of computer systems.

Duties: Analyzes user interfaces, workload and computer usage, outside system interfaces, downtimes, system modifications, upgrades, and information to be processed. Defines problems and develops system requirements.

35G/35C - Senior Systems Analyst

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Six to nine years of technical experience analyzing and designing computer systems. May provide technical and administrative direction for personnel performing system and software development tasks including the review of work products for correctness, adherence to the design concept and to user standards, and for

progress in accordance with schedules. Requires competence in systems analysis, possesses knowledge of current storage and retrieval methods, and has demonstrated ability to formulate specifications for computer programmers to use in coding, testing, and debugging of computer programs.

Duties: Coordinates with the Project Manager to ensure problem solution and user satisfaction. Makes recommendations for approval of major systems installations. Prepares milestone status reports and deliveries/presentations on the system concept to colleagues, subordinates, and end user representatives. May provide daily supervision and direction to support staff.

36G/36C - Telecommunications Systems Analyst

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 5 years of experience in engineering, systems analysis, design, and programming, including at least 2 years of specialized experience.

Specialized Experience: At least 2 years of experience in functional and data requirements analysis, systems analysis and design, programming, program design of billing, trouble ticket management, service order entry, and/or configuration management systems supporting operations of large telecommunications support organizations.

Duties: Must be capable of planning, analysis, design, development, and maintenance of operations support systems used by telecommunications organizations. Performs business systems planning/ information planning and analysis in support of telecommunications support functions. Provides technical guidance in software engineering techniques and automated support tools.

37G/37C - Communications Network Manager

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 5 years of experience in all aspects of communication networks planning, installation, and support, including 3 years of specialized experience.

Specialized Experience: At least 3 years of experience in the supervision of operations and maintenance activities for voice and data communications networks. Specialized experience also includes protocol analysis and knowledge of LAN and WAN data communications protocols, including but not limited to TCP/IP, ATM, frame relay, X.400, X.500. Experience with bridges, routers, gateways, Fiber Distributed Data Interface (FDDI), and UNIX operating systems. Experience as a CNE or ECNE desirable.

Duties: Evaluates communication hardware and software, troubleshoots LAN/MAN/WAN and other network-related problems, and provides technical expertise for performance and configuration of networks. Performs and supervises general voice and data network administration, and provides technical leadership in the integration and test of complex large-scale networks. Schedules network conversions and cutovers. Oversees network control center, supervises maintenance of network systems, including PBXs, ACDs, routers, bridges, multiplexers, LAN hubs, and ATM switches. Coordinates with all responsible users and sites. Supervises staff.

38G/38C - Computer Security Systems Specialist

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 5 years of experience in computer security systems, including 2 years of specialized experience.

Specialized Experience: At least 2 years of experience in defining computer security requirements for high-level applications, evaluating approved security product capabilities, and developing solutions to MLS problems.

Duties: Analyzes and defines security requirements for MLS issues. Designs, develops, engineers, and implements solutions to MLS requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in the MLS arena. Performs risk analyses, which also include risk assessment.

39G/39C - Senior Computer Security Systems Specialist

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 8 years of experience with computer security systems, including 4 years of specialized experience.

Specialized Experience: At least 4 years of experience in defining computer security requirements for high-level applications, evaluation of approved security product capabilities, and developing solutions to Multilevel Security (MLS) problems.

Duties: Analyzes and defines security requirements for MLS issues. Designs, develops, engineers, and implements solutions to MLS requirements. Responsible for the implementation and development of the MLS, gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in the MLS arena, performs risk analyses, which also include risk assessment. Provides daily supervision and direction to staff.

40G/40C - Software Engineer I

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 3 years of experience as a software engineer, including 2 years of specialized experience.

Specialized Experience: At least 2 years of experience working with computer languages in the design and implementation of systems and 1-year working with DBMSs.

Duties: Reviews and analyzes system specifications, prepares programming specifications, analyzes existing systems/subsystems for reusability benefits and needed changes, prepares design plans and written analyses, unit and test scripts, and documentation. Applications include the full range of management information systems, weapons systems.

41G/41C - Software Engineer II

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Four to six years of technical experience as an applications engineer on computer and database management systems. Requires competence in analyzing functional business applications and design specifications for functional activities. Possesses knowledge of computer equipment and the ability to develop complex software to satisfy design objectives. Requires competence in business applications design, database management, and use of programming languages.

Duties: Develops block diagrams and logic flow charts and translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares both program-level and user-level documentation. Enhances software to reduce operating time or improve efficiency. May provide technical direction to programmers to ensure program deadlines are met.

42G/42C - Senior Software Engineer

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Seven to ten years of technical experience managing or performing software engineering activities. Requires competence in lead generation languages in the design and implementation of computer and database management systems. Possesses knowledge of the state-of-the-art in software/database engineering methodologies, CASE tools, and design techniques, as well as applicable software/database standards. Requires experience with one or more programming languages.

Duties: Analyzes and studies complex system requirements. Designs software tools and subsystems to support software and domain analyses and manages their implementation. Manages software development and support using formal specifications, data flow diagrams, and other accepted design techniques and tools. Reviews existing programs and assists in making refinements, reducing operating time, and improving current techniques while reducing costs. Supervises software configuration management. May provide technical direction to programmers to ensure program deadlines are met.

43G/43C - Sr. Computer Software/Integration Analyst

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 8 years of progressive working experience, including 5 years of specialized experience.

Specialized Experience: At least 5 years of experience as a computer systems analyst.

Duties: Must be knowledgeable in implementing computer systems in a phased approach of requirements analysis and conceptual design, site survey, system design review, installation, integration, and testing. Must be knowledgeable in performing requirements analysis for a wide range of users in areas, including Electronic Data Interchange (EDI), office automation, web browser design and development, management information systems, weapons systems, and/or finance and accounting systems. Must be able to present system designs for user approval at formal reviews and capable of performing configuration management, integrating software, interpreting software test results, and recommending solutions for unsatisfactory test results. Must be knowledgeable in lifecycle support, including maintenance, administration, and management.

44G/44C - Systems Engineer

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 3 years of experience in systems engineering, including 1 year of specialized experience.

Specialized Experience: At least 1 year of experience in analytical problem-solving of workflow, organization, and planning.

Duties: Must be capable of analyzing information requirements. Evaluates system problems of workflow, organization, and planning and develops appropriate corrective action.

45G/45C - Senior Systems Engineer I

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 6 years of experience in systems engineering, including 3 years of specialized experience.

Specialized Experience: At least 3 years of experience in the supervision of system engineers, and demonstrated use of interactive, interpretative systems with on-line, real-time capabilities.

Duties: Analyzes information requirements, evaluates problems in workflow, organization, and planning. Develops appropriate corrective action. Provides daily supervision and direction to staff.

46G/46C - Senior Systems Engineer II

Education: B.A. or B.S. degree or equivalent experience in Computer Science, Engineering, or related field (Master's Degree preferred).

General Experience: Ten or more years of technical experience performing requirements analysis for, and system design of, enterprise-wide or large scale computer systems. Requires in-depth understanding of structured analysis and complex architecture design concepts/methods. Possesses knowledge of the state-of-the-art in open system standards, design methodologies and tools such as entity relationship/data flow diagrams, object oriented principles, and systems engineering practices.

Duties: Evaluates problems of work flows, organization, and planning and develops enterprise-wide or large-scale computer system solutions. Designs architecture to include the software, hardware, and communications to support the total requirements as well as providing for present and future cross-functional requirements and interfaces. Ensures these systems are compatible and in compliance with standards for open systems architectures as they apply to the implementation and specification of the information management solution of the application platform, across the application program interface, and the external environment/software applications. May provide daily supervision and direction to support staff.

47G/47C - Systems Architect

Education: B.A. or B.S. degree or equivalent experience in Information Technology, Computer Science, or related field.

General Experience: Eight years of general system engineering design with one to two years technical experience developing systems architecture. Possesses superior knowledge of best system development practices, can analyze and assess the functional requirements and system specifications while translating the components into a comprehensive system architecture.

Duties: Develops system architecture. Assesses system requirements and specifications and translates the requirements into functional architecture. Identifies potential problem areas that could degrade system performance and recommends workable, practical solutions in a calculated manner to minimize program impact. Adjusts the architecture as necessary to meet changing program needs.

48G/48C - Senior Systems Architect

Education: B.A. or B.S. degree or equivalent experience in Information Technology, Computer Science, or related field. Masters preferred.

General Experience: Ten years of complex system engineering design experience with five years technical experience developing systems architecture. Possesses superior knowledge of best system development practices and can analyze and assess the functional requirements and system specifications to translate them into a comprehensive system architecture.

Duties: Develops system architecture. Assesses system requirements and specifications and translates the requirements into functional architecture. Identifies potential problem areas that could degrade system performance and recommends workable, practical solutions in a calculated manner to minimize program impact and lower operating costs. Adjusts the architecture as necessary to meet changing program needs. Supervises members of the architecture team and chairs or facilitates meetings and panels to discuss concerns about the system under development. Prepares briefings and technical reports for the system program manager and has the ability to explain complex problems in simple terms.

49G/49C - Systems Security Architect I

Education: B.A. or B.S. degree or equivalent experience in Information Technology, Computer Science, or related field. Masters preferred. Additional experience may be substituted for education requirements.

General Experience: Systems Security Architects (SSAs) must possess significant expertise in one or more of the following types of disciplines: designing, developing and implementing technical IT security programs; conducting security assessments and designing architectures; experience and solid understanding of enterprise, system, network, and application security issues including TCP/IP, firewalls, intrusion detection devices, encryption, and VPNs; system / database administration; multiple operating systems (UNIX, LINUX, NT); Public Key Infrastructure; database and transactional security; application source code; and user identification, authentication and auditing. SSAs must have demonstrated skills in analytical problem solving involving system design and integration and have demonstrated experience with security products and systems. **Should be able to obtain a security clearance at the TS/SCI level.**

Specialized Experience: SSAs assume leadership roles in developing, implementing, and maintaining enterprise-wide information security capabilities. SSAs analyze the enterprise business models, Information Technology (IT) needs, long range plan, and existing IT systems to determine business security risks and risk management considerations. The SSAs define appropriate enterprise and system level security requirements. SSAs evaluate and/or propose technical solutions for systems and applications-level security architecture and design and ensure the solutions are validated. SSAs tasks include developing and evaluating security plans, policies, procedures and practices. Duties include assessing the quality and viability of solution architectures, design integrity and the required interfaces with internal and external systems.

50G/50C - Systems Security Architect II

Education: B.A. or B.S. degree or equivalent experience in Information Technology, Computer Science, or related field. Masters preferred. Additional experience may be substituted for education requirements.

General Experience: Systems Security Architects (SSAs) must possess significant expertise in one or more of the following types of disciplines: designing, developing and implementing technical IT security programs; conducting security assessments and designing architectures; experience and solid understanding of enterprise, system, network, and application security issues including TCP/IP, firewalls, intrusion detection devices, encryption, and VPNs; system / database administration; multiple operating systems (UNIX, NT, W2000, Mainframes); Public Key Infrastructure;

database and transactional security; application source code; and user identification, authentication and auditing. SSAs must have demonstrated skills in analytical problem solving involving system design and integration and have demonstrated experience with security products and systems. **Should be able to obtain a security clearance at the TS/SCI level.**

Specialized Experience: SSAs assume leadership roles in developing, implementing, and maintaining enterprise-wide information security capabilities. SSAs analyze the enterprise business models, Information Technology (IT) needs, long range plan, and existing IT systems to determine business security risks and risk management considerations. The SSAs define appropriate enterprise and system level security requirements. SNAs evaluate and/or propose technical solutions for systems and applications-level security architecture and design and ensure the solutions are validated. SNAs tasks include developing and evaluating security plans, policies, procedures and practices. Duties include assessing the quality and viability of solution architectures, design integrity and the required interfaces with internal and external systems.

51G/51C - INFOSEC Analyst I

Education: B.A. or B.S. degree or equivalent experience in Information Technology, Computer Science, or related field.

General Experience: Must possess professional training or equivalent experience in one of the following types of disciplines: computer science, information systems management, Information Systems Security (INFOSEC), engineering, math, physics, or a closely related field. Analysts must demonstrate technical experience in electronic commerce, information system architecture development and design, physical security, personnel security, contingency or continuity of operations planning, quality assurance, configuration management, systems analysis, or information systems management. **Must be able to obtain a security clearance at the TS/SCI level.** Additional experience may be substituted for education requirements.

Specialized Experience: INFOSEC Analyst works on complex system and management problems involving all phases of information systems analysis to provide INFOSEC solutions. Analysts provide technical support for development and review of INFOSEC management procedures, INFOSEC product analysis and studies, risk management, and support for secure software development tasks, including the review of work products for correctness, adherence to the design concept and to user standards. The INFOSEC Analyst applies knowledge of current INFOSEC policy and the national INFOSEC structure to provide recommendations for INFOSEC policy and procedures at all levels of government. INFOSEC Analysts review and recommend INFOSEC solutions to customer problems based on an understanding of how products and services interrelate and support the INFOSEC mission. The INFOSEC Analyst recommends resolution of INFOSEC problems based on knowledge of the major INFOSEC products and services, an understanding of their limitations, and a working knowledge of the disciplines of INFOSEC. Analysts generally have a security clearance at the level of Secret or higher and perform in an environment involving special security requirements, as task orders may dictate.

52G/52C - INFOSEC Analyst II

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must possess professional training or equivalent experience in one of the following types of disciplines: computer science, information systems management, Information Systems Security (INFOSEC), engineering, math, physics, or a closely related field. Analysts must demonstrate technical experience in electronic commerce, information system architecture development and design, physical security, personnel security, contingency or continuity of operations planning, quality assurance, configuration management, systems analysis, or information systems management. **Must be able to obtain a security clearance at the TS/SCI level.** Additional experience may be substituted for education requirements.

Specialized Experience: INFOSEC Analyst works on complex system and management problems involving all phases of information systems analysis to provide INFOSEC solutions. Analysts provide technical support for development and review of INFOSEC management procedures, INFOSEC product analysis and studies, risk management, and support for secure software development tasks, including the review of work products for correctness, adherence to the design concept and to user standards. The INFOSEC Analyst applies knowledge of current INFOSEC policy and the national INFOSEC structure to provide recommendations for INFOSEC policy and procedures at all levels of government. INFOSEC Analysts review and recommend INFOSEC solutions to customer problems based on an understanding of how products and services interrelate and support the INFOSEC mission. The

INFOSEC Analyst recommends resolution of INFOSEC problems based on knowledge of the major INFOSEC products and services, an understanding of their limitations, and a working knowledge of the disciplines of INFOSEC. Analysts generally have a security clearance at the level of Secret or higher and perform in an environment involving special security requirements, as task orders may dictate.

53G/53C - INFOSEC Analyst III

Education: B.A. or B.S. degree or 5 years minimum equivalent experience in a related field.

General Experience: Must possess professional training or equivalent experience in one of the following types of disciplines: computer science, information systems management, Information Systems Security (INFOSEC), engineering, math, physics, or a closely related field. Analysts must demonstrate technical experience in electronic commerce, information system architecture development and design, physical security, personnel security, contingency or continuity of operations planning, quality assurance, configuration management, systems analysis, or information systems management. **Must be able to obtain a security clearance at the TS/SCI level.** Additional experience may be substituted for education requirements.

Specialized Experience: INFOSEC Analyst works on complex system and management problems involving all phases of information systems analysis to provide INFOSEC solutions. Analysts provide technical support for development and review of INFOSEC management procedures, INFOSEC product analysis and studies, risk management, and support for secure software development tasks, including the review of work products for correctness, adherence to the design concept and to user standards. The INFOSEC Analyst applies knowledge of current INFOSEC policy and the national INFOSEC structure to provide recommendations for INFOSEC policy and procedures at all levels of government. INFOSEC Analysts review and recommend INFOSEC solutions to customer problems based on an understanding of how products and services interrelate and support the INFOSEC mission. The INFOSEC Analyst recommends resolution of INFOSEC problems based on knowledge of the major INFOSEC products and services, an understanding of their limitations, and a working knowledge of the disciplines of INFOSEC. Analysts generally have a security clearance at the level of Secret or higher and perform in an environment involving special security requirements, as task orders may dictate.

54G/54C - INFOSEC Analyst IV

Education: B.A. or B.S. degree and 7 years minimum equivalent experience in a related field.

General Experience: Must possess professional training or equivalent experience in one of the following types of disciplines: computer science, information systems management, Information Systems Security (INFOSEC), engineering, math, physics, or a closely related field. Analysts must demonstrate technical experience in electronic commerce, information system architecture development and design, physical security, personnel security, contingency or continuity of operations planning, quality assurance, configuration management, systems analysis, or information systems management. **Must be able to obtain a security clearance at the TS/SCI level.** Additional experience may be substituted for education requirements.

Specialized Experience: INFOSEC Analyst works on complex system and management problems involving all phases of information systems analysis to provide INFOSEC solutions. Analysts provide technical support for development and review of INFOSEC management procedures, INFOSEC product analysis and studies, risk management, and support for secure software development tasks, including the review of work products for correctness, adherence to the design concept and to user standards. The INFOSEC Analyst applies knowledge of current INFOSEC policy and the national INFOSEC structure to provide recommendations for INFOSEC policy and procedures at all levels of government. INFOSEC Analysts review and recommend INFOSEC solutions to customer problems based on an understanding of how products and services interrelate and support the INFOSEC mission. The INFOSEC Analyst recommends resolution of INFOSEC problems based on knowledge of the major INFOSEC products and services, an understanding of their limitations, and a working knowledge of the disciplines of INFOSEC. Analysts generally have a security clearance at the level of Secret or higher and perform in an environment involving special security requirements, as task orders may dictate.

55G/55C - INFOSEC Analyst V

Education: B.A. or B.S. degree and 8 years minimum equivalent experience in a related field.

General Experience: Must possess professional training or equivalent experience in one of the following types of disciplines: computer science, information systems management, Information Systems Security (INFOSEC),

engineering, math, physics, or a closely related field. Analysts must demonstrate technical experience in electronic commerce, information system architecture development and design, physical security, personnel security, contingency or continuity of operations planning, quality assurance, configuration management, systems analysis, or information systems management. **Must be able to obtain a security clearance at the TS/SCI level.** Additional experience may be substituted for education requirements.

Specialized Experience: INFOSEC Analyst works on complex system and management problems involving all phases of information systems analysis to provide INFOSEC solutions. Analysts provide technical support for development and review of INFOSEC management procedures, INFOSEC product analysis and studies, risk management, and support for secure software development tasks, including the review of work products for correctness, adherence to the design concept and to user standards. The INFOSEC Analyst applies knowledge of current INFOSEC policy and the national INFOSEC structure to provide recommendations for INFOSEC policy and procedures at all levels of government. INFOSEC Analysts review and recommend INFOSEC solutions to customer problems based on an understanding of how products and services interrelate and support the INFOSEC mission. The INFOSEC Analyst recommends resolution of INFOSEC problems based on knowledge of the major INFOSEC products and services, an understanding of their limitations, and a working knowledge of the disciplines of INFOSEC. Analysts generally have a security clearance at the level of Secret or higher and perform in an environment involving special security requirements, as task orders may dictate.

56G/56C - INFOSEC Engineer V

Education: B.A. or B.S. degree and 10 years minimum equivalent experience in a related field.

General Experience: Must possess professional training or equivalent experience in one of the following types of disciplines: computer science, information systems management, Information Systems Security (INFOSEC), engineering, math, physics, or a closely related field. These staff have demonstrated specific experience in one or more of the technical INFOSEC functional engineering areas: Computer Security (COMPUSEC), Communications Security (COMSEC), TEMPEST, or Operations Security (OPSEC). Engineers demonstrate experience in analytical problem solving involving systems design and integration, system analysis and testing, independent verification and validation (IV&V), or risk analysis and have demonstrated experience with INFOSEC products and systems. **Must be able to obtain a security clearance at the TS/SCI level.** Additional experience may be substituted for education requirements.

Specialized Experience: INFOSEC Engineers provide the expertise to conduct INFOSEC systems analysis, certification and accreditation, integration of secure products, security test and evaluation (ST&E), or development of complex information systems that will meet the assigned INFOSEC requirements. INFOSEC Engineers demonstrate a broad knowledge of the technical INFOSEC discipline and apply extensive expertise as an information engineering professional. Engineers generally have a security clearance at the level of Secret or higher and perform in an environment involving special security requirements, as task orders may dictate.

57C/57C - INFOSEC Engineer VI

Education: B.A. or B.S. degree and 12 years minimum equivalent experience in a related field.

General Experience: Must possess professional training or equivalent experience in one of the following types of disciplines: computer science, information systems management, Information Systems Security (INFOSEC), engineering, math, physics, or a closely related field. These staff have demonstrated specific experience in one or more of the technical INFOSEC functional engineering areas: Computer Security (COMPUSEC), Communications Security (COMSEC), TEMPEST, or Operations Security (OPSEC). Engineers demonstrate experience in analytical problem solving involving systems design and integration, system analysis and testing, independent verification and validation (IV&V), or risk analysis and have demonstrated experience with INFOSEC products and systems. **Must be able to obtain a security clearance at the TS/SCI level.** Additional experience may be substituted for education requirements.

Specialized Experience: INFOSEC Engineers provide the expertise to conduct INFOSEC systems analysis, certification and accreditation, integration of secure products, security test and evaluation (ST&E), or development of complex information systems that will meet the assigned INFOSEC requirements. INFOSEC Engineers demonstrate a broad knowledge of the technical INFOSEC discipline and apply extensive expertise as an information engineering professional. Engineers generally have a security clearance at the level of Secret or higher and perform in an environment involving special security requirements, as task orders may dictate.

58G/58C - INFOSEC Engineer VII

Education: B.A. or B.S. degree and 20 years minimum equivalent experience in a related field.

General Experience: Must possess professional training or equivalent experience in one of the following types of disciplines: computer science, information systems management, Information Systems Security (INFOSEC), engineering, math, physics, or a closely related field. These staff have demonstrated specific experience in one or more of the technical INFOSEC functional engineering areas: Computer Security (COMPUSEC), Communications Security (COMSEC), TEMPEST, or Operations Security (OPSEC). Engineers demonstrate experience in analytical problem solving involving systems design and integration, system analysis and testing, independent verification and validation (IV&V), or risk analysis and have demonstrated experience with INFOSEC products and systems. **Must be able to obtain a security clearance at the TS/SCI level.** Additional experience may be substituted for education requirements.

Specialized Experience: INFOSEC Engineers provide the expertise to conduct INFOSEC systems analysis, certification and accreditation, integration of secure products, security test and evaluation (ST&E), or development of complex information systems that will meet the assigned INFOSEC requirements. INFOSEC Engineers demonstrate a broad knowledge of the technical INFOSEC discipline and apply extensive expertise as an information engineering professional. Engineers generally have a security clearance at the level of Secret or higher and perform in an environment involving special security requirements, as task orders may dictate.

59G/59C - INFOSEC Engineer VIII

Education: Masters' degree and 10 years minimum equivalent experience in a related field.

General Experience: Must possess professional training or equivalent experience in one of the following types of disciplines: computer science, information systems management, Information Systems Security (INFOSEC), engineering, math, physics, or a closely related field. These staff have demonstrated specific experience in one or more of the technical INFOSEC functional engineering areas: Computer Security (COMPUSEC), Communications Security (COMSEC), TEMPEST, or Operations Security (OPSEC). Engineers demonstrate experience in analytical problem solving involving systems design and integration, system analysis and testing, independent verification and validation (IV&V), or risk analysis and have demonstrated experience with INFOSEC products and systems. **Must be able to obtain a security clearance at the TS/SCI level.** Additional experience may be substituted for education requirements.

Specialized Experience: INFOSEC Engineers provide the expertise to conduct INFOSEC systems analysis, certification and accreditation, integration of secure products, security test and evaluation (ST&E), or development of complex information systems that will meet the assigned INFOSEC requirements. INFOSEC Engineers demonstrate a broad knowledge of the technical INFOSEC discipline and apply extensive expertise as an information engineering professional. Engineers generally have a security clearance at the level of Secret or higher and perform in an environment involving special security requirements, as task orders may dictate.

60G/60C - INFOSEC Engineer X

Education: PHD degree and 15 years minimum equivalent experience in a related field.

General Experience: Must possess professional training or equivalent experience in one of the following types of disciplines: computer science, information systems management, Information Systems Security (INFOSEC), engineering, math, physics, or a closely related field. These staff have demonstrated specific experience in one or more of the technical INFOSEC functional engineering areas: Computer Security (COMPUSEC), Communications Security (COMSEC), TEMPEST, or Operations Security (OPSEC). Engineers demonstrate experience in analytical problem solving involving systems design and integration, system analysis and testing, independent verification and validation (IV&V), or risk analysis and have demonstrated experience with INFOSEC products and systems. **Must be able to obtain a security clearance at the TS/SCI level.** Additional experience may be substituted for education requirements.

Specialized Experience: INFOSEC Engineers provide the expertise to conduct INFOSEC systems analysis, certification and accreditation, integration of secure products, security test and evaluation (ST&E), or development of complex information systems that will meet the assigned INFOSEC requirements. INFOSEC Engineers demonstrate a broad knowledge of the technical INFOSEC discipline and apply extensive expertise as an information engineering

professional. Engineers generally have a security clearance at the level of Secret or higher and perform in an environment involving special security requirements, as task orders may dictate.

61G/61C - Intelligence Analyst - Junior

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have some knowledge of Intelligence Analysis and **be able to obtain a security clearance at the TS/SCI level.** Additional education may be substituted for level of experience.

Specialized Experience: Under direction, conduct intelligence-related research on well-established topics in support of a larger analytical effort from both classified and unclassified data. Compile and organize data for senior analyst in response to assigned tasking of increasing complexity including the entry of data into a database system. Maintain data files and conduct searches to provide information as part of more in-depth analytical tasking. Identify basic intelligence gaps and provide input to the formulation of collected sources. Perform basic analysis by correlating data from a limited number of sources. Provide limited assessments to more senior intelligence analysts and recommend conclusions and findings. Identify and use established or directed techniques and methodologies. Provide input regarding project and workload planning to senior analysts and supervisors. Follow basic security guidelines and procedures. Prepare, produce, and disseminate scheduled and unscheduled intelligence products limited in scope and complexity. Also, contribute to major intelligence studies. Analysts at this level likely require regular coaching, mentoring, training, and assistance from others.

62G/62C - Intelligence Analyst

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 4 years of Intelligence Analysis experience and **be able to obtain a security clearance at the TS/SCI level.** Additional education may be substituted for years of experience.

Specialized Experience: Conduct comprehensive related research on complex topics either independently or as part of a larger analytical effort. Serve as a project leader directing the research efforts of more junior analysts. Determine research methodology and work approach and revise as appropriate. Ensure integrity of databases and compare and contrast information from different sources. Modify and create necessary data files and manipulate data to develop responses to a wide range of complex, all-source intelligence tasking; evaluate correctness/accuracy of researched material. Prepare detailed specifications for collection or change to standing requirements based on knowledge of collection systems. Assess progress of research efforts and redirect efforts of teams as necessary. Provide on-the-job training and substantive guidance to lower- graded analyst on all aspects of work. Plan work approach for projects. Delineate and prioritize tasks for junior analysts. Identify resource requirements and shortfalls to supervisor. Ensure implementation of security guidelines procedures. Review projects for compliance. Interpret more complex security policy. Prepare, produce, and disseminate both scheduled and unscheduled general military intelligence products, such as: briefings, studies, estimates, and assessments memoranda. Identify target audience for products. Represent activity in working groups and committees as substantive authority in subject area. Initiate analytical contacts to enhance mission effectiveness. Be prepared to represent activity at national and international forums. Analyst at this level can perform independently much of the time, and require coaching, mentoring and /or assistance only in difficult or unusual situations.

63G/63C - Intelligence Analyst - Senior

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 7 years of Intelligence Analysis experience and **be able to obtain a security clearance at the TS/SCI level.** Additional education may be substituted for years of experience.

Specialized Experience: Define critical intelligence topics and initiate comprehensive or unique research efforts on topics as related to extensive or speculative analytical projects. Oversees team efforts insuring proper utilization of methodologies and approaches across the teams. Identify requirements for new databases and information services, and develop new research methodologies. Define overall analytical objectives in relation to existing or proposed policy and identify required analytical resources. Forecast intelligence gaps and initiate development of comprehensive collection plans to address these gaps. Perform long-range planning in support of existing and projected organizational mission requirements. Make assessments as to overall resource capability to answer existing/projected requirements, and identify resource shortfalls. Evaluate impact of security policy on organization effectiveness. In addition to the

production and dissemination of the product at the Intelligence analyst level, Senior Analysts evaluate the most complex, sensitive intelligence products and insure other substantive accuracies. Recommend most effective product type and format for dissemination of initial intelligence. Analysts at this level require little or no coaching or assistance and, in fact, assist and mentor others regularly. They can successfully manage difficult or unusual situations on their own.

64G/64C - Intelligence Analyst - Expert

Education: B.A. or B.S. Degree or equivalent experience in related field. M.A. degree or foreign language desired.

General Experience: Must have 10 years of Intelligence Analysis experience including 6 years of specialized experience. **Must be able to obtain a security clearance at the TS/SCI level.** Additional education may be substituted for years of experience.

Specialized Experience: Intelligence Analyst or functional expert, exceptionally qualified, by experience or education, in a specified technical or regional area. Conduct comprehensive related research on complex topics either independently or as part of a larger analytical effort. Serve as a project leader directing the research efforts of more junior analysts. Determine research methodology and work approach and revise as appropriate. Ensure integrity of databases and compare and contrast information from different sources. Modify and create necessary data files and manipulate data to develop responses to a wide range of complex, all-source intelligence tasking; evaluate correctness/accuracy of researched material. Prepare detailed specifications for collection or change to standing requirements based on knowledge of collection systems. Assess progress of research efforts and redirect efforts of teams as necessary. Provide on-the-job training and substantive guidance to lower-graded analyst on all aspects of work. Plan work approach for projects. Delineate and prioritize tasks for junior analysts. Identify resource requirements and shortfalls to supervisor. Ensure implementation of security guidelines procedures. Review projects for compliance. Interpret more complex security policy. Prepare, produce, and disseminate both scheduled and unscheduled general military intelligence products, such as: briefings, studies, estimates, and assessments memoranda. Identify target audience for products. Represent activity in working groups and committees as substantive authority in subject area. Initiate analytical contacts to enhance mission effectiveness. Be prepared to represent activity at national and international forums. Analysts at this level perform independently, and require mentoring and /or assistance from senior management in only exceptionally difficult or unusual situations.

65G/65C - Managed Security Engineer

Education: B.A. or B.S. degree and 2 years minimum equivalent experience in a related field.

General Experience: Managed Security Engineers (MSEs) must possess professional training or equivalent experience in one or more of the following types of disciplines: security operations / network operations; Firewall, VPN, and IDS devices; network management; multiple operating systems (UNIX, Win32); internal / external assessments; and device configuration, design and integration. MSEs must have demonstrated skills in analytical problem solving and the ability to conduct event analysis and risk mitigation procedures. **Must be able to obtain a security clearance at the TS/SCI level.** Additional experience may be substituted for education requirements.

Specialized Experience: MSEs perform a variety of functions related to the day-to-day operations of a 24x7 Network Security Operations Center (NSOC). MSEs are responsible for traffic monitoring, network performance and integrity, and contingency and disaster recovery planning for Managed Security Services. MSEs provide customer support and document security incidents while troubleshooting support of deployed Firewalls, Virtual Private Networks (VPNs), and Intrusion Detection devices. MSEs participate in Computer Incident Response Teams to conduct forensics and restore customers' IT systems. Duties include provisioning, maintenance and assisting in optimizing all NSOC incident handling and escalation procedures.

66G/66C - Network Administrator

Education: Associate's Degree or IT certification.

General Experience: Three to five years of experience analyzing network hardware and software. Requires competence analyzing network characteristics (e.g. traffic, connect time, transmission speeds, packet sizes, and throughput) and recommends procurement, removals, and modifications to network components. Possesses knowledge of network and computer hardware and software.

Duties: Performs general LAN/MAN/WAN management. Installs and tests network and computer communications equipment (e.g. switches, modems, controllers, terminals, and multiplexers) using communications hardware and electrical standards. Develops, tests, and installs network and computer communications software, protocol software, application interfaces, transaction processors, and emulators, using and implementing network standards -- particularly ISO. Operates computer networks, identifies and solves problems, and performs network restart/recovery.

67G/67C - Senior Network Administrator

Education: B.A. or B.S. Degree or IT certification.

General Experience: Six to nine years of experience managing local area, metro area, and/or wide area networks. Requires competence acquiring and managing communication hardware and software, and operating, troubleshooting, and maintaining LAN/MAN/WAN and other network-related equipment. Has formal engineering certification by a major network vendor. Possesses knowledge of network and computer hardware and software such as bridges, routers, gateways, and modems and network operating systems such as Windows NT, Netware, and Banyan Vines and protocols as well as current technologies.

Duties: Provides technical leadership in the integration and testing of complex large-scale computer integrated networks. Designs and optimizes network topologies and site configurations. Plans installations, transitions, and cutovers of network components, network operating systems, and capabilities. Oversees network control center. Supervises installation and maintenance of network components. Supervises network support staff. Optimizes network costs and performance, accounting, fault, and security management. Coordinates network requirements with all users and sites.

68G/68C - Operations Research Analyst

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 5 years of experience in defining and formulating models, including 3 years of specialized experience.

Specialized Experience: At least 3 years of experience in operations research related directly to economic analysis, cost modeling, and modeling ADP problems.

Duties: Must be able to apply appropriate operations research modeling techniques to problems that model input, output, and logical flow in sufficient detail for programming. Monitors the mathematical and programming aspects of a project for adherence to the objectives of the model. Develops models that can utilize simulation. Applies operations research methodology to define and formulate economic analysis and related benefit, cost, and risk studies. Must have knowledge of principles, theories, procedures, and techniques of cost analysis, including statistical concepts, financial analysis concepts, and cost accounting concepts.

69G/69C - Sr. Business Process Reengineering Specialist

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have a minimum of 8 years of experience, at least 5 years of which must be specialized.

Specialized Experience: At least 5 years of experience, which may include facilitation, training, methodology development and evaluation, process reengineering across all phases, identification of best practices, change management, business management techniques, organizational development, activity and data modeling, or information system development methods and practices and supervision of other staff.

Duties: Applies process improvement and reengineering methodologies and principles to conduct process modernization projects. Duties include activity and data modeling, developing modern business methods, identifying best practices, and creating and assessing performance measurements. Provides group facilitation, interviewing, and training, and provides additional forms of knowledge transfer. May be under the supervision and direction of a principal business process reengineering specialist or may work independently.

70G/70C - Principal Business Process Reengineering Specialist

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have a minimum of 10 years of experience, at least 7 years of which must be specialized

Specialized Experience: At least 7 years of experience, which may include facilitation, training, methodology development and evaluation, process reengineering across all phases, identification of best practices, change management, business management techniques, organizational development, activity and data modeling, or information system development methods and practices and supervision of business process reengineering specialist.

Duties: Applies process improvement and reengineering methodologies and principles to conduct process modernization projects. Responsible for effective transitioning of existing project and project teams, and facilitating project teams in the accomplishment of project activities and objectives. Provides group facilitation, interviewing, and training, and provides additional forms of knowledge transfer. Key coordinator among multiple project teams to ensure enterprise-wide integration of reengineering efforts. Provides daily supervision and direction to business process reengineering specialist.

71G/71C - Project Manager

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 10 years of telecommunications experience, including at least 5 years of software management experience.

Specialized Experience: At least 5 years of direct supervision of software development, integration maintenance projects, and/or telecommunications management experience.

Duties: Performs day-to-day management of assigned delivery orders/projects that involve teams of data processing and other information systems/management professionals who have previously been involved in analyzing, designing, integrating, testing, documenting, converting, extending, and implementing automated information and telecommunications systems and solutions. Demonstrates proven skills in those technical areas addressed by the delivery order to be managed. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects. Demonstrates written and oral communications skills.

72G/72C - Program Manager I

Education: B.A. or B.S. degree or equivalent experience in a related field. Masters preferred.

General Experience: Twelve or more years of experience in relevant fields and three years' experience managing technical projects and programs as the single authorized interface with Government management personnel. Requires competence in complete program development from inception to deployment and has a demonstrated ability to provide guidance and direction at the program level. Possesses knowledge of best practices in the management and control of personnel, funds and resources for directing information system programs.

Duties: Formulates and enforces work standards, assigns program schedules, reviews work, supervises program personnel, and communicates policies, purposes, and goals of the organization to subordinates. Is responsible for overall program performance.

73G/73C - Program Manager II

Education: B.A. or B.S. degree or equivalent experience in a related field. Masters preferred.

General Experience: Must have 12 years of management experience, including at least 8 years of Information Technology or telecommunications system management experience.

Specialized Experience: At least 8 years of direct supervision of software development, integration, maintenance projects, and/or telecommunications systems. Must be capable of leading projects that involve the successful management of teams composed of data processing and other information management professionals who have been involved in analyzing, designing, integrating, testing, documenting, converting, extending, and implementing automated information and/or telecommunications systems. Must have proven skills that are specified in the delivery order to be managed.

Duties: Performs day-to-day management of overall contract support operations, possibly involving multiple projects and groups of personnel at multiple locations. Organizes, directs, and coordinates the planning and production of all contract support activities. Demonstrates written and oral communications skills. Establishes and alters (as necessary) the corporate management structure to direct effective contract support activities. Must be capable of negotiating and making binding decisions for the company.

74G/74C - Requirements Analyst

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Six to nine years' experience in Government financial and acquisition management. Possesses working knowledge of the planning, programming and budgeting systems, familiar with the agency budget process, including mid-year reviews, apportionment, and Congressional data sheets.

Duties: Advises and recommends areas of program planning, business management, budget execution and program coordination, and prepares needs assessment. Validates resource requirements and develops cost estimate models.

75G/75C - Acquisition Specialist

Education: B.A. or B.S. degree or equivalent experience.

General Experience: Three to five years of experience supporting large-scale Government procurements from mission requirements to contract award. Requires competence in planning and implementing assignments involving acquisition strategies, contracting plans, and source selection approaches. Possesses knowledge of diverse program management and acquisition processes including the preparation of RFPs and proposals in both Government and industry.

Duties: Supports major systems development and source selection efforts. Supports the preparation of reports and briefings for Source Selection Advisory Councils (SSAC). Documents source selection decisions to senior Government officials and Congressional staff. Works from defined goals and desired results, and established objectives, methods and timetables.

76G/76C - Senior Acquisition Specialist

Education: B.A. or B.S. degree or equivalent experience.

General Experience: Six to nine years of experience supporting large-scale Government procurements from mission requirements to contract award. Requires competence in planning and implementing highly complex assignments involving the conceptualization of acquisition strategies, formulation of contracting plans, and development of source selection approaches. Possesses knowledge of extremely diverse program management and acquisition processes including the preparation of RFPs and proposals in both Government and industry.

Duties: Supports major systems development and source selection efforts. Prepares reports and briefings for Source Selection Advisory Councils (SSAC). Serves on and chairs SSACs. Briefs source selection decisions to senior Government officials and Congressional staff. Works from broad definitions of goals and desired results, independently establishing specific objectives, methods and timetables. Provides guidance and direction to other acquisition professionals and suggested courses of action for Government personnel.

77G/77C - Acquisition Program Management Specialist

Education: B.A. or B.S. degree or equivalent (Master's Degree preferred).

General Experience: Ten or more years of extremely diverse program management and acquisition experience, having managed several major systems development and source selection efforts for multiple organizations both in government and industry with consulting experience on both RFP and proposal preparation. Experience must include preparing reports and briefings for Source Selection Advisory Councils (SSACs), serving on and Chairing SSACs, and documenting and briefing source selection decisions to senior government officials and Congressional Staff. Provides guidance to other contractor staff and suggested courses of action for client personnel.

Duties: Plans and implements highly complex assignments involving conceptualizing acquisition strategies, formulation of contracting plans and development of source selection approaches. Provides guidance to other contractor staff and suggested courses of action for government personnel.

78G/78C - Subject Matter Expert I

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 6 years of experience including 4 years of specialized experience.

Specialized Experience: At least 4 years of combined new and related technical experience directly related to the required area of expertise.

Duties: Develops requirements from a project's inception to conclusion in the subject matter area, for simple to moderately complex systems. Assists other staff with analysis, evaluation and the preparation of recommendations for systems improvements, optimization, development, and/or maintenance efforts in any of the following specialties:

- a. **Information Systems Architecture**
- b. **Networking.** Local area networks (LANs), including fiber optic technology, departmental networks, and wide area networks (WANs).
- c. **Telecommunications**
 - (1) LANs, including legacy and high-speed LAN technologies, and campus and departmental networks
 - (2) WANs and services, including frame relay, ATM, and circuit-switched voice and data services
 - (3) Communications protocols [asynchronous transfer mode (ATM), Synchronous Optical Network (SONET), Transmission Control Protocol (TCP)/Internet Protocol (IP), DECNET, IPX/SPX, Government Open Systems Interconnection Profile (GOSIP)/Open Systems Interconnection (OSI), SNA, and NFS]
 - (4) Voice/visual system development
 - (5) Call center development
 - (6) Voice and data network operations and management
 - (7) Voice and data network management support systems, databases, and applications
- d. **Automation**
 - (1) Hardware
 - (2) Computer languages
 - (3) Operating systems
 - (4) Database management systems
 - (5) Automation security systems
 - (6) Decision support systems
- e. **Communications Protocols**
- f. **Electronic Mail (E-mail)**
- g. **Internet (Web Technologies)**
- h. **Risk Management/Electronic Analysis**
- i. **Software** [consisting of all commercially available software used under this contract for personal computers (PCs), minis, and mainframes]
- j. **Lifecycle Management**
- k. **Software Development Methodologies**
- l. **Modeling and Simulation**
- m. **Graphics Processing**
- n. **Data Warehousing**

79G/79C - Subject Matter Expert II

Education: B.A. or B.S. degree or equivalent experience in a related field. Masters preferred.

General Experience: Must have 10 years of experience with 6 years of specialized experience.

Specialized Experience: At least 6 years of combined new and related older technical experience related to the required area of expertise.

Duties: Defines the problems and analyzes and develops plans and requirements in the subject matter area for moderately complex to complex systems. Coordinates and manages the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems specifications in any of the following specialties:

- a. **Information Systems Architecture**
- b. **Networking.** LANs, including fiber optic technology, departmental networks, and WANs
- c. **Telecommunications**
 - (1) LANs, including legacy and high-speed LAN technologies, and campus and departmental networks

- (2) WANs and services, including frame relay, ATM, and circuit-switched voice and data services
- (3) Communications protocols (ATM, SONET, TCP/IP, DECNET, IPX/SPX, GOSIP/ OSI, SNA, and NFS)
- (4) Voice system development, including PBX and ACD implementation
- (5) Call center development
- (6) Voice and data network operations and management
- (7) Voice and data network management support systems, databases, and applications
- d. **Automation**
 - (1) Hardware (micro through mainframe)
 - (2) Computer languages
 - (3) Operating systems
 - (4) Database management systems
 - (5) Automation security systems
 - (6) Decision support systems
- e. **Communications Protocols**
- f. **Electronic Mail (E-mail)**
- g. **Internet (Web Technologies)**
- h. **Risk Management/Electronic Analysis**
- i. **Software** (consisting of all commercially available software used under this contract for PCs, minis, and mainframes)
- j. **Lifecycle Management**
- k. **Software Development Methodologies**
 - (1) Waterfall/Grand Design
 - (2) Incremental
 - (3) Evolutionary
- l. **Modeling and Simulation**
- m. **Graphics Processing**
- n. **Data Warehousing**

80G/80C - Senior Consultant

Education: B.A. or B.S. degree or equivalent experience in a related field.

Specialized Experience: Possesses a high level of specialized expertise in a particular subject matter area and/or technology. Provides consulting to directors and senior managers on quality improvement. Develops, leads, and conducts quality workshops, benchmarking, and surveys. Facilitates process improvement efforts. Manages a team of consultants and analysts. Generates papers and other informational documents within area of expertise.

81G/81C - Junior Financial Analyst

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 3 years of financial management experience, including 1 year of specialized experience.

Specialized Experience: At least 1 year of experience in Government financial fee-for-services environment that incorporates financial processes into automated systems.

Duties: Must be able to determine the feasibility of automating Government financial business practices. Defines governmental financial business practices and Electronic Commerce/Electronic Data Interchange (EC/EDI) opportunities, and incorporates the defined processes into an automated solution that includes relational databases and distributed systems. Must be able to either recommend functional requirements for applications to be developed or justify the non-development based on either cost or technology non-availability. Communicates with financial-oriented individuals to document the flow, recommend opportunities, impact recommendations, and serve as the liaison between the financial specialist and automation specialist that do not have both disciplines.

82G/82C - Financial Analyst

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 6 years of financial management experience, including 3 years of specialized experience.

Specialized Experience: At least 3 years of experience in financial management with demonstrated ability in analyzing, designing, and developing automated applications for unique business practices in a fee-for-services environment.

Duties: Must be able to clearly define Government financial business practices for integration into the Government financial business system. Identifies potential problems and solutions through analysis, identifying recommended solutions. Works with contractors, vendors, and customers to effectively integrate the customer's requirements into an automated application. Acts as a focal point to coordinate all disciplines in the recommended solution. Applies state-of-the-art applications that will effectively automate financial applications.

83G/83C - Senior Financial Analyst

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Must have 10 years of financial management experience, including 5 years of specialized experience.

Specialized Experience: At least 5 years of experience in financial management with demonstrated ability to supervise or lead a team of analysts.

Duties: Serves as a group or task leader, ensuring that group analysts are working in concert to automate complex business practices within the timeframe specified by the customer and that all of the requirements are met. Must be able to assess products and procedures for compliance with Government standards, accounting principles, and multi-tiered system application standards. Must be able to grasp interrelationships between financial management requirements and automation solutions, considering the current system environment, and the potential integration of added systems concurrently or later. Prepares milestone status reports and presentations for colleagues, subordinates, and end user representatives.

84G/84C - Test Specialist

Education: B.A. or B.S. degree or equivalent experience in a related field.

General Experience: Four years of experience in the analysis and design of computer systems or software development, with some experience with testing and validation of products. Must have working experience with relevant MIL Standards, and industry standards such as IEEE OSE, requirements analysis, metrics, and testing procedures and methodologies.

Duties: Assists technical staff to develop testing metrics during functional analysis of requirements. Conducts preliminary and acceptance testing, participates in design concept reviews and walkthroughs, and works with QA staff to ensure adherence to standards and quality. Helps collect metrics as a result of testing and issues test results.

85G/85C - Senior Test Specialist

Education: B.A. or B.S. degree or equivalent in a related field.

General Experience: Six years of experience in the analysis and design of computer systems or software development, with two years specialized test experience, (may be concurrent). Must have in-depth knowledge of relevant MIL and industry standards (such as IEEE OSE), requirements analysis, metrics, and testing procedures and methodologies.

Duties: Develops testing metrics during functional analysis of requirements. Conducts preliminary and acceptance testing. Participates in design concept reviews and walkthroughs, and works with QA staff to ensure adherence to standards and quality. Helps collect metrics as a result of testing and issues test results.

86G/86C - Help Desk Technician

Education: High School Diploma.

General Experience: Possess general knowledge of PC operating systems as well as network and PC applications. Three (3) years of experience providing phone and in-person support to users in the areas of e-mail directories, standard desktop applications and applications developed by the customer.

Duties: Answers end-user phone calls. Diagnoses and solves end-user low level problems and issues.

87G/87C - Senior Help Desk Technician

Education: Associates Degree or equivalent.

General Experience: Possess working knowledge of PC operating systems as well as network and PC applications. Four years of experience providing phone and in-person support to users in the areas of e-mail, directories, standard desktop applications, and applications developed by the customer.

Duties: Answers end-user phone calls. Diagnoses and solves end-user problems and issues. Assists in collecting help desk metrics, and analyzing and identifying problem report trends. Familiar with emergency or disaster recovery procedures that relate to the user support functions.

88G/88C - Help Desk Manager

Education: Bachelor's Degree in related field.

General Experience: Possesses good working knowledge of PC operating systems as well as networking and PC applications. Four years of experience providing phone and in-person support to users in the areas of e-mail, directories, standard desktop applications, and applications developed by the customer, including some experience supervising help desk staff. Requires ability to prioritize problems, and work with customers under difficult and stressful circumstances. Must have ability to prepare troubleshooting and resolution reports.

Duties: Oversees help desk staff, and manages the user support operations. Interfaces with customers and technical staff on a daily basis. Responsible for collecting help desk metrics, and analyzing and identifying problem report trends. Escalates issues to management based on criticality. Responsible for emergency or disaster recovery procedures which relate to the user support functions. Prepares trouble resolution reports, status reports, and recommendations to management based on trend analysis.

89G/89C - Administrative Analyst/Specialist

Education: HS diploma or equivalent experience.

General Experience: Must have 1 year of experience working in an automated office environment. No specialized experience is required.

Duties: To produce, maintains, and updates documents, reports, and correspondence utilizing a word processing system or computer word processing software. May develop processes to maintain, track, and distribute documents in support of engineers, analysts, specialists, or programmers. May support the selection of office automation hardware and software.

90G/90C - Documentation Specialist

Education: Associate's degree or equivalent experience in a related field.

General Experience: Must have 2 years of experience in technical writing, and documentation experience pertaining to all aspects of ADP, including 2 years of specialized experience.

Specialized Experience: A minimum of 2 years of experience in preparing technical documentation, including research for applicable standards.

Duties: Gathers, analyzes, and composes technical information. Conducts research and ensures the use of proper technical terminology. Translates technical information into clear, readable documents to be used by technical and nontechnical personnel. For applications built to run in a Windows environment, uses the standard help compiler to prepare all on-line documentation.

91G/91C - Technical Writer

Education: Bachelor's Degree or equivalent experience in a related field.

General Experience: Three to five years of experience developing and preparing complex technical publications. Requires competence preparing documents such as user manuals, training materials, installation guides, proposals, and reports.

Duties: Gathers, organizes, analyzes and composes technical information. Edits functional descriptions, system specifications, user manuals, special reports or any other customer deliverables and documents. Conducts research and ensures the use of proper technical terminology. Translates technical information into clear, readable documents to be used by technical and non-technical personnel.

Education/Experience Substitution

BAE Systems Information Solutions Inc. reserves the right to make the following substitutions in the education and/or experience requirements of any of the service skill categories set forth herein.

1. One year of experience is the equivalent of one year of education.
2. One year of education is the equivalent of one year of experience.
3. Certification related to the technology is equivalent to two years of the experience or education requirement.

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Gov't Site Labor Rates - 7/14/2012 to 7/13/2017

LC #	GS-35F-4668G Labor Category	07/14/12- 07/13/13 Gov Site	07/14/13- 07/13/14 Gov Site	07/14/14- 07/13/15 Gov Site	07/14/15- 07/13/16 Gov Site	07/14/16- 07/13/17 Gov Site
1G	Junior Computer Specialist	\$ 70.41	\$ 72.52	\$ 74.70	\$ 76.94	\$ 79.25
2G	Computer Specialist	\$ 80.48	\$ 82.89	\$ 85.38	\$ 87.94	\$ 90.58
3G	Senior Computer Specialist	\$ 100.61	\$ 103.63	\$ 106.74	\$ 109.94	\$ 113.24
4G	Junior Computer Systems Analyst	\$ 72.12	\$ 74.28	\$ 76.51	\$ 78.81	\$ 81.17
5G	Computer Systems Analyst	\$ 80.48	\$ 82.89	\$ 85.38	\$ 87.94	\$ 90.58
6G	Senior Computer Systems Analyst	\$ 120.73	\$ 124.35	\$ 128.08	\$ 131.92	\$ 135.88
7G	Computer Systems Programmer	\$ 92.21	\$ 94.98	\$ 97.83	\$ 100.76	\$ 103.78
8G	Computer Programmer	\$ 85.17	\$ 87.73	\$ 90.36	\$ 93.07	\$ 95.86
9G	Senior Computer Programmer	\$ 103.95	\$ 107.07	\$ 110.28	\$ 113.59	\$ 117.00
10G	Database Management Specialist	\$ 94.66	\$ 97.50	\$ 100.43	\$ 103.44	\$ 106.54
11G	Database Manager	\$ 109.00	\$ 112.27	\$ 115.64	\$ 119.11	\$ 122.68
12G	Engineer	\$ 87.21	\$ 89.83	\$ 92.52	\$ 95.30	\$ 98.16
13G	Lead Engineer	\$ 115.71	\$ 119.18	\$ 122.76	\$ 126.44	\$ 130.23
14G	Senior Engineer	\$ 137.49	\$ 141.61	\$ 145.86	\$ 150.24	\$ 154.75
15G	Information Engineer	\$ 80.48	\$ 82.89	\$ 85.38	\$ 87.94	\$ 90.58
16G	Principal Information Engineer	\$ 149.25	\$ 153.73	\$ 158.34	\$ 163.09	\$ 167.98
17G	Senior Information Engineer I	\$ 127.43	\$ 131.25	\$ 135.19	\$ 139.25	\$ 143.43
18G	Senior Information Engineer II	\$ 168.82	\$ 173.88	\$ 179.10	\$ 184.47	\$ 190.00
19G	Senior Quality Assurance Specialist	\$ 107.28	\$ 110.50	\$ 113.82	\$ 117.23	\$ 120.75
20G	Information Assurance Engineer- Expert	\$ 230.09	\$ 236.99	\$ 244.10	\$ 251.42	\$ 258.96
21G	Applications Programmer	\$ 90.55	\$ 93.27	\$ 96.07	\$ 98.95	\$ 101.92
22G	Senior Applications Programmer	\$ 95.36	\$ 98.22	\$ 101.17	\$ 104.21	\$ 107.34
23G	Special Applications Programmer	\$ 107.28	\$ 110.50	\$ 113.82	\$ 117.23	\$ 120.75
24G	Junior Analyst	\$ 64.89	\$ 66.84	\$ 68.85	\$ 70.92	\$ 73.05

LC #	GS-35F-4668G Labor Category	07/14/12- 07/13/13 Gov Site	07/14/13- 07/13/14 Gov Site	07/14/14- 07/13/15 Gov Site	07/14/15- 07/13/16 Gov Site	07/14/16- 07/13/17 Gov Site
25G	Analyst	\$ 85.55	\$ 88.12	\$ 90.76	\$ 93.48	\$ 96.28
26G	Lead Analyst	\$ 104.73	\$ 107.87	\$ 111.11	\$ 114.44	\$ 117.87
27G	Principal Analyst	\$ 131.26	\$ 135.20	\$ 139.26	\$ 143.44	\$ 147.74
28G	Senior Principal Analyst	\$ 157.83	\$ 162.56	\$ 167.44	\$ 172.46	\$ 177.63
29G	Junior Analyst/Specialist	\$ 53.65	\$ 55.26	\$ 56.92	\$ 58.63	\$ 60.39
30G	Analyst/Specialist	\$ 70.41	\$ 72.52	\$ 74.70	\$ 76.94	\$ 79.25
31G	Lead Analyst/Specialist	\$ 85.51	\$ 88.08	\$ 90.72	\$ 93.44	\$ 96.24
32G	Senior Analyst/Specialist	\$ 105.63	\$ 108.80	\$ 112.06	\$ 115.42	\$ 118.88
33G	Principal Analyst/Specialist	\$ 147.54	\$ 151.97	\$ 156.53	\$ 161.23	\$ 166.07
34G	Systems Analyst	\$ 93.08	\$ 95.87	\$ 98.75	\$ 101.71	\$ 104.76
35G	Senior Systems Analyst	\$ 113.59	\$ 117.00	\$ 120.51	\$ 124.13	\$ 127.85
36G	Telecom. Systems Analyst	\$ 63.71	\$ 65.62	\$ 67.59	\$ 69.62	\$ 71.71
37G	Communications Network Manager	\$ 88.86	\$ 91.53	\$ 94.28	\$ 97.11	\$ 100.02
38G	Computer Security Systems Spec.	\$ 73.79	\$ 76.00	\$ 78.28	\$ 80.63	\$ 83.05
39G	Senior Computer Security Sys. Spec.	\$ 97.26	\$ 100.18	\$ 103.19	\$ 106.29	\$ 109.48
40G	Software Engineer I	\$ 75.48	\$ 77.74	\$ 80.07	\$ 82.47	\$ 84.94
41G	Software Engineer II	\$ 99.38	\$ 102.36	\$ 105.43	\$ 108.59	\$ 111.85
42G	Senior Software Engineer	\$ 108.84	\$ 112.11	\$ 115.47	\$ 118.93	\$ 122.50
43G	Senior Computer Software/Int. Analyst	\$ 112.36	\$ 115.73	\$ 119.20	\$ 122.78	\$ 126.46
44G	Systems Engineer	\$ 80.48	\$ 82.89	\$ 85.38	\$ 87.94	\$ 90.58
45G	Senior Systems Engineer I	\$ 92.21	\$ 94.98	\$ 97.83	\$ 100.76	\$ 103.78
46G	Senior Systems Engineer II	\$ 134.09	\$ 138.11	\$ 142.25	\$ 146.52	\$ 150.92
47G	Systems Architect	\$ 206.67	\$ 212.87	\$ 219.26	\$ 225.84	\$ 232.62
48G	Senior Systems Architect	\$ 242.95	\$ 250.24	\$ 257.75	\$ 265.48	\$ 273.44
49G	Systems Security Architect I	\$ 291.55	\$ 300.30	\$ 309.31	\$ 318.59	\$ 328.15
50G	Systems Security Architect II	\$ 364.43	\$ 375.36	\$ 386.62	\$ 398.22	\$ 410.17
51G	INFOSEC Analyst I	\$ 66.58	\$ 68.58	\$ 70.64	\$ 72.76	\$ 74.94

LC #	GS-35F-4668G Labor Category	07/14/12- 07/13/13 Gov Site	07/14/13- 07/13/14 Gov Site	07/14/14- 07/13/15 Gov Site	07/14/15- 07/13/16 Gov Site	07/14/16- 07/13/17 Gov Site
52G	INFOSEC Analyst II	\$ 85.25	\$ 87.81	\$ 90.44	\$ 93.15	\$ 95.94
53G	INFOSEC Analyst III	\$ 95.88	\$ 98.76	\$ 101.72	\$ 104.77	\$ 107.91
54G	INFOSEC Analyst IV	\$ 106.36	\$ 109.55	\$ 112.84	\$ 116.23	\$ 119.72
55G	INFOSEC Analyst V	\$ 142.50	\$ 146.78	\$ 151.18	\$ 155.72	\$ 160.39
56G	INFOSEC Engineer V	\$ 159.81	\$ 164.60	\$ 169.54	\$ 174.63	\$ 179.87
57G	INFOSEC Engineer VI	\$ 165.67	\$ 170.64	\$ 175.76	\$ 181.03	\$ 186.46
58G	INFOSEC Engineer VII	\$ 172.39	\$ 177.56	\$ 182.89	\$ 188.38	\$ 194.03
59G	INFOSEC Engineer VIII	\$ 189.85	\$ 195.55	\$ 201.42	\$ 207.46	\$ 213.68
60G	INFOSEC Engineer X	\$ 209.45	\$ 215.73	\$ 222.20	\$ 228.87	\$ 235.74
61G	Intelligence Analyst-Junior	\$ 87.00	\$ 89.61	\$ 92.30	\$ 95.07	\$ 97.92
62G	Intelligence Analyst	\$ 122.43	\$ 126.10	\$ 129.88	\$ 133.78	\$ 137.79
63G	Intelligence Analyst-Senior	\$ 146.02	\$ 150.40	\$ 154.91	\$ 159.56	\$ 164.35
64G	Intelligence Analyst-Expert	\$ 196.17	\$ 202.06	\$ 208.12	\$ 214.36	\$ 220.79
65G	Managed Security Engineer	\$ 291.54	\$ 300.29	\$ 309.30	\$ 318.58	\$ 328.14
66G	Network Administrator	\$ 85.17	\$ 87.73	\$ 90.36	\$ 93.07	\$ 95.86
67G	Senior Network Administrator	\$ 104.12	\$ 107.24	\$ 110.46	\$ 113.77	\$ 117.18
68G	Operations Research Analyst	\$ 90.55	\$ 93.27	\$ 96.07	\$ 98.95	\$ 101.92
69G	Senior Business Process Re-eng. Spec.	\$ 124.06	\$ 127.78	\$ 131.61	\$ 135.56	\$ 139.63
70G	Principal Business Process Re- eng. Spec.	\$ 159.30	\$ 164.08	\$ 169.00	\$ 174.07	\$ 179.29
71G	Project Manager	\$ 139.17	\$ 143.35	\$ 147.65	\$ 152.08	\$ 156.64
72G	Program Manager I	\$ 159.35	\$ 164.13	\$ 169.05	\$ 174.12	\$ 179.34
73G	Program Manager II	\$ 171.04	\$ 176.17	\$ 181.46	\$ 186.90	\$ 192.51
74G	Requirements Analyst	\$ 118.33	\$ 121.88	\$ 125.54	\$ 129.31	\$ 133.19
75G	Acquisition Specialist	\$ 104.12	\$ 107.24	\$ 110.46	\$ 113.77	\$ 117.18
76G	Senior Acquisition Specialist	\$ 141.99	\$ 146.25	\$ 150.64	\$ 155.16	\$ 159.81
77G	Acquisition/Program Mgt. Specialist	\$ 160.93	\$ 165.76	\$ 170.73	\$ 175.85	\$ 181.13
78G	Subject Matter Expert I	\$ 144.18	\$ 148.51	\$ 152.97	\$ 157.56	\$ 162.29

LC #	GS-35F-4668G Labor Category	07/14/12- 07/13/13 Gov Site	07/14/13- 07/13/14 Gov Site	07/14/14- 07/13/15 Gov Site	07/14/15- 07/13/16 Gov Site	07/14/16- 07/13/17 Gov Site
79G	Subject Matter Expert II	\$ 177.74	\$ 183.07	\$ 188.56	\$ 194.22	\$ 200.05
80G	Senior Consultant	\$ 335.36	\$ 345.42	\$ 355.78	\$ 366.45	\$ 377.44
81G	Junior Financial Analyst	\$ 63.71	\$ 65.62	\$ 67.59	\$ 69.62	\$ 71.71
82G	Financial Analyst	\$ 90.55	\$ 93.27	\$ 96.07	\$ 98.95	\$ 101.92
83G	Senior Financial Analyst	\$ 114.02	\$ 117.44	\$ 120.96	\$ 124.59	\$ 128.33
84G	Test Specialist	\$ 83.62	\$ 86.13	\$ 88.71	\$ 91.37	\$ 94.11
85G	Senior Test Specialist	\$ 93.08	\$ 95.87	\$ 98.75	\$ 101.71	\$ 104.76
86G	Help Desk Technician	\$ 59.51	\$ 61.30	\$ 63.14	\$ 65.03	\$ 66.98
87G	Senior Help Desk Technician	\$ 68.86	\$ 70.93	\$ 73.06	\$ 75.25	\$ 77.51
88G	Help Desk Manager	\$ 105.70	\$ 108.87	\$ 112.14	\$ 115.50	\$ 118.97
89G	Administrative Analyst/Specialist	\$ 48.62	\$ 50.08	\$ 51.58	\$ 53.13	\$ 54.72
90G	Documentation Specialist	\$ 58.70	\$ 60.46	\$ 62.27	\$ 64.14	\$ 66.06
91G	Technical Writer	\$ 86.76	\$ 89.36	\$ 92.04	\$ 94.80	\$ 97.64

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Contractor Site Labor Rates - 7/14/2012 to 7/13/2017

LC #	GS-35F-4668G Labor Category	07/14/12- 07/13/13 Contractor Site	07/14/13- 07/13/14 Contractor Site	07/14/14- 07/13/15 Contractor Site	07/14/15- 07/13/16 Contractor Site	07/14/16- 07/13/17 Contractor Site
1C	Junior Computer Specialist	\$ 79.85	\$ 82.25	\$ 84.72	\$ 87.26	\$ 89.88
2C	Computer Specialist	\$ 91.28	\$ 94.02	\$ 96.84	\$ 99.75	\$ 102.74
3C	Senior Computer Specialist	\$ 113.54	\$ 116.95	\$ 120.46	\$ 124.07	\$ 127.79
4C	Junior Computer Systems Analyst	\$ 81.77	\$ 84.22	\$ 86.75	\$ 89.35	\$ 92.03
5C	Computer Systems Analyst	\$ 91.28	\$ 94.02	\$ 96.84	\$ 99.75	\$ 102.74
6C	Senior Computer Systems Analyst	\$ 136.92	\$ 141.03	\$ 145.26	\$ 149.62	\$ 154.11
7C	Computer Systems Programmer	\$ 104.56	\$ 107.70	\$ 110.93	\$ 114.26	\$ 117.69
8C	Computer Programmer	\$ 96.24	\$ 99.13	\$ 102.10	\$ 105.16	\$ 108.31
9C	Senior Computer Programmer	\$ 117.88	\$ 121.42	\$ 125.06	\$ 128.81	\$ 132.67
10C	Database Management Specialist	\$ 106.97	\$ 110.18	\$ 113.49	\$ 116.89	\$ 120.40
11C	Database Manager	\$ 123.61	\$ 127.32	\$ 131.14	\$ 135.07	\$ 139.12
12C	Engineer	\$ 98.90	\$ 101.87	\$ 104.93	\$ 108.08	\$ 111.32
13C	Lead Engineer	\$ 131.20	\$ 135.14	\$ 139.19	\$ 143.37	\$ 147.67
14C	Senior Engineer	\$ 155.92	\$ 160.60	\$ 165.42	\$ 170.38	\$ 175.49
15C	Information Engineer	\$ 91.28	\$ 94.02	\$ 96.84	\$ 99.75	\$ 102.74
16C	Principal Information Engineer	\$ 169.25	\$ 174.33	\$ 179.56	\$ 184.95	\$ 190.50
17C	Senior Information Engineer I	\$ 144.51	\$ 148.85	\$ 153.32	\$ 157.92	\$ 162.66
18C	Senior Information Engineer II	\$ 190.76	\$ 196.48	\$ 202.37	\$ 208.44	\$ 214.69
19C	Senior Quality Assurance Specialist	\$ 121.24	\$ 124.88	\$ 128.63	\$ 132.49	\$ 136.46
20C	Information Assurance Engineer- Expert	\$ 260.93	\$ 268.76	\$ 276.82	\$ 285.12	\$ 293.67
21C	Applications Programmer	\$ 102.68	\$ 105.76	\$ 108.93	\$ 112.20	\$ 115.57
22C	Senior Applications Programmer	\$ 107.75	\$ 110.98	\$ 114.31	\$ 117.74	\$ 121.27
23C	Special Applications Programmer	\$ 121.24	\$ 124.88	\$ 128.63	\$ 132.49	\$ 136.46
24C	Junior Analyst	\$ 73.60	\$ 75.81	\$ 78.08	\$ 80.42	\$ 82.83
25C	Analyst	\$ 97.01	\$ 99.92	\$ 102.92	\$ 106.01	\$ 109.19

LC #	GS-35F-4668G Labor Category	07/14/12- 07/13/13 Contractor Site	07/14/13- 07/13/14 Contractor Site	07/14/14- 07/13/15 Contractor Site	07/14/15- 07/13/16 Contractor Site	07/14/16- 07/13/17 Contractor Site
26C	Lead Analyst	\$ 118.76	\$ 122.32	\$ 125.99	\$ 129.77	\$ 133.66
27C	Principal Analyst	\$ 148.87	\$ 153.34	\$ 157.94	\$ 162.68	\$ 167.56
28C	Senior Principal Analyst	\$ 178.98	\$ 184.35	\$ 189.88	\$ 195.58	\$ 201.45
29C	Junior Analyst/Specialist	\$ 60.84	\$ 62.67	\$ 64.55	\$ 66.49	\$ 68.48
30C	Analyst/Specialist	\$ 79.85	\$ 82.25	\$ 84.72	\$ 87.26	\$ 89.88
31C	Lead Analyst/Specialist	\$ 96.97	\$ 99.88	\$ 102.88	\$ 105.97	\$ 109.15
32C	Senior Analyst/Specialist	\$ 119.78	\$ 123.37	\$ 127.07	\$ 130.88	\$ 134.81
33C	Principal Analyst/Specialist	\$ 167.31	\$ 172.33	\$ 177.50	\$ 182.83	\$ 188.31
34C	Systems Analyst	\$ 105.18	\$ 108.34	\$ 111.59	\$ 114.94	\$ 118.39
35C	Senior Systems Analyst	\$ 128.36	\$ 132.21	\$ 136.18	\$ 140.27	\$ 144.48
36C	Telecom. Systems Analyst	\$ 72.24	\$ 74.41	\$ 76.64	\$ 78.94	\$ 81.31
37C	Communications Network Manager	\$ 100.78	\$ 103.80	\$ 106.91	\$ 110.12	\$ 113.42
38C	Computer Security Systems Spec.	\$ 83.67	\$ 86.18	\$ 88.77	\$ 91.43	\$ 94.17
39C	Senior Computer Security Sys. Spec.	\$ 110.29	\$ 113.60	\$ 117.01	\$ 120.52	\$ 124.14
40C	Software Engineer I	\$ 85.59	\$ 88.16	\$ 90.80	\$ 93.52	\$ 96.33
41C	Software Engineer II	\$ 112.30	\$ 115.67	\$ 119.14	\$ 122.71	\$ 126.39
42C	Senior Software Engineer	\$ 122.99	\$ 126.68	\$ 130.48	\$ 134.39	\$ 138.42
43C	Senior Computer Software/Int. Analyst	\$ 127.42	\$ 131.24	\$ 135.18	\$ 139.24	\$ 143.42
44C	Systems Engineer	\$ 91.28	\$ 94.02	\$ 96.84	\$ 99.75	\$ 102.74
45C	Senior Systems Engineer I	\$ 104.56	\$ 107.70	\$ 110.93	\$ 114.26	\$ 117.69
46C	Senior Systems Engineer II	\$ 151.51	\$ 156.06	\$ 160.74	\$ 165.56	\$ 170.53
47C	Systems Architect	\$ 233.54	\$ 240.55	\$ 247.77	\$ 255.20	\$ 262.86
48C	Senior Systems Architect	\$ 274.54	\$ 282.78	\$ 291.26	\$ 300.00	\$ 309.00
49C	Systems Security Architect I	\$ 330.63	\$ 340.55	\$ 350.77	\$ 361.29	\$ 372.13
50C	Systems Security Architect II	\$ 413.27	\$ 425.67	\$ 438.44	\$ 451.59	\$ 465.14
51C	INFOSEC Analyst I	\$ 75.50	\$ 77.77	\$ 80.10	\$ 82.50	\$ 84.98
52C	INFOSEC Analyst II	\$ 96.68	\$ 99.58	\$ 102.57	\$ 105.65	\$ 108.82

LC #	GS-35F-4668G Labor Category	07/14/12- 07/13/13 Contractor Site	07/14/13- 07/13/14 Contractor Site	07/14/14- 07/13/15 Contractor Site	07/14/15- 07/13/16 Contractor Site	07/14/16- 07/13/17 Contractor Site
53C	INFOSEC Analyst III	\$ 108.73	\$ 111.99	\$ 115.35	\$ 118.81	\$ 122.37
54C	INFOSEC Analyst IV	\$ 120.62	\$ 124.24	\$ 127.97	\$ 131.81	\$ 135.76
55C	INFOSEC Analyst V	\$ 161.61	\$ 166.46	\$ 171.45	\$ 176.59	\$ 181.89
56C	INFOSEC Engineer V	\$ 181.24	\$ 186.68	\$ 192.28	\$ 198.05	\$ 203.99
57C	INFOSEC Engineer VI	\$ 187.87	\$ 193.51	\$ 199.32	\$ 205.30	\$ 211.46
58C	INFOSEC Engineer VII	\$ 195.49	\$ 201.35	\$ 207.39	\$ 213.61	\$ 220.02
59C	INFOSEC Engineer VIII	\$ 215.30	\$ 221.76	\$ 228.41	\$ 235.26	\$ 242.32
60C	INFOSEC Engineer X	\$ 237.52	\$ 244.65	\$ 251.99	\$ 259.55	\$ 267.34
61C	Intelligence Analyst-Junior	\$ 98.66	\$ 101.62	\$ 104.67	\$ 107.81	\$ 111.04
62C	Intelligence Analyst	\$ 138.82	\$ 142.98	\$ 147.27	\$ 151.69	\$ 156.24
63C	Intelligence Analyst-Senior	\$ 165.59	\$ 170.56	\$ 175.68	\$ 180.95	\$ 186.38
64C	Intelligence Analyst-Expert	\$ 222.46	\$ 229.13	\$ 236.00	\$ 243.08	\$ 250.37
65C	Managed Security Engineer	\$ 330.61	\$ 340.53	\$ 350.75	\$ 361.27	\$ 372.11
66C	Network Administrator	\$ 96.24	\$ 99.13	\$ 102.10	\$ 105.16	\$ 108.31
67C	Senior Network Administrator	\$ 117.66	\$ 121.19	\$ 124.83	\$ 128.57	\$ 132.43
68C	Operations Research Analyst	\$ 102.68	\$ 105.76	\$ 108.93	\$ 112.20	\$ 115.57
69C	Senior Business Process Re-eng. Spec.	\$ 140.69	\$ 144.91	\$ 149.26	\$ 153.74	\$ 158.35
70C	Principal Business Process Re- eng. Spec.	\$ 180.64	\$ 186.06	\$ 191.64	\$ 197.39	\$ 203.31
71C	Project Manager	\$ 157.83	\$ 162.56	\$ 167.44	\$ 172.46	\$ 177.63
72C	Program Manager I	\$ 180.07	\$ 185.47	\$ 191.03	\$ 196.76	\$ 202.66
73C	Program Manager II	\$ 193.96	\$ 199.78	\$ 205.77	\$ 211.94	\$ 218.30
74C	Requirements Analyst	\$ 133.71	\$ 137.72	\$ 141.85	\$ 146.11	\$ 150.49
75C	Acquisition Specialist	\$ 117.66	\$ 121.19	\$ 124.83	\$ 128.57	\$ 132.43
76C	Senior Acquisition Specialist	\$ 160.45	\$ 165.26	\$ 170.22	\$ 175.33	\$ 180.59
77C	Acquisition/Program Mgt. Specialist	\$ 181.85	\$ 187.31	\$ 192.93	\$ 198.72	\$ 204.68
78C	Subject Matter Expert I	\$ 163.50	\$ 168.41	\$ 173.46	\$ 178.66	\$ 184.02
79C	Subject Matter Expert II	\$ 201.54	\$ 207.59	\$ 213.82	\$ 220.23	\$ 226.84

LC #	GS-35F-4668G Labor Category	07/14/12- 07/13/13 Contractor Site	07/14/13- 07/13/14 Contractor Site	07/14/14- 07/13/15 Contractor Site	07/14/15- 07/13/16 Contractor Site	07/14/16- 07/13/17 Contractor Site
80C	Senior Consultant	\$ 380.30	\$ 391.71	\$ 403.46	\$ 415.56	\$ 428.03
81C	Junior Financial Analyst	\$ 72.24	\$ 74.41	\$ 76.64	\$ 78.94	\$ 81.31
82C	Financial Analyst	\$ 102.68	\$ 105.76	\$ 108.93	\$ 112.20	\$ 115.57
83C	Senior Financial Analyst	\$ 129.30	\$ 133.18	\$ 137.18	\$ 141.30	\$ 145.54
84C	Test Specialist	\$ 94.48	\$ 97.31	\$ 100.23	\$ 103.24	\$ 106.34
85C	Senior Test Specialist	\$ 105.18	\$ 108.34	\$ 111.59	\$ 114.94	\$ 118.39
86C	Help Desk Technician	\$ 67.24	\$ 69.26	\$ 71.34	\$ 73.48	\$ 75.68
87C	Senior Help Desk Technician	\$ 77.82	\$ 80.15	\$ 82.55	\$ 85.03	\$ 87.58
88C	Help Desk Manager	\$ 119.44	\$ 123.02	\$ 126.71	\$ 130.51	\$ 134.43
89C	Administrative Analyst/Specialist	\$ 55.13	\$ 56.78	\$ 58.48	\$ 60.23	\$ 62.04
90C	Documentation Specialist	\$ 66.58	\$ 68.58	\$ 70.64	\$ 72.76	\$ 74.94
91C	Technical Writer	\$ 98.04	\$ 100.98	\$ 104.01	\$ 107.13	\$ 110.34

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