General Services Administration

Federal Supply Service
Authorized Federal Supply Schedule Price List

FSC Schedule: 70

General Purpose Commercial Information Technology Equipment, Software, and Services

Special Item Number: 132-51; 132-45A; 132-45B; 132-45C; 132-45D

Information Technology Professional Services
Highly Adaptive Cybersecurity Services: Penetration Testing; Incident Response; Cyber Hunt; Risk and Vulnerability Assessments

Contract Number: **GS-35F-480GA**

Period Covered by Contract: **June 5, 2017 through June 4, 2022**

iSenpai

13610 Orland Road
Nokesville, Virginia 20181
Telephone: (703) 592-6411
Fax: (571) 267-1540
http://www.isenpai.com

Contractor's Administration Source: cbutler@iSenpai.com

Business Size: **Small, Woman Owned**
DUNS: **078410653**

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

GSA AWARDED TERMS AND CONDITIONS
iSenpai

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

SIN 132-51: Information Technology Professional Services
SIN 132-45A: Penetration Testing
SIN 132-45B: Incident Response
SIN 132-45C: Cyber Hunt
SIN 132-45D: Risk and Vulnerability Assessments

1b. **IDENTIFICATION OF THE LOWEST PRICED MODEL NUMBER AND LOWEST UNIT PRICE FOR THAT MODEL FOR EACH SPECIAL ITEM NUMBER AWARDED IN THE CONTRACT:**

Please see the pricelist below for details.

1c. **IF THE CONTRACTOR IS PROPOSING HOURLY RATES, A DESCRIPTION OF ALL CORRESPONDING COMMERCIAL JOB TITLES, EXPERIENCE, FUNCTIONAL RESPONSIBILITY AND EDUCATION FOR THOSE TYPES OF EMPLOYEES OR SUBCONTRACTORS WHO WILL PERFORM SERVICES SHALL BE PROVIDED. IF HOURLY RATES ARE NOT APPLICABLE, INDICATE NOT APPLICABLE FOR THIS ITEM:**

Please see the labor category descriptions below for details.

2. **MAXIMUM ORDER*:** $500,000

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

3. **MIMINUM ORDER:** $100.00

4. **GEOGRAPHIC COVERAGE:** 132-45 (A-D) - Domestic Delivery Only; 132-51 - Worldwide

5. **POINT(S) OF PRODUCTION:** 13610 Orlando Road, Nokesville, Virginia 20181

6. **DISCOUNT FROM LIST PRICES:** Net GSA pricing is listed in the attached pricing table

7. **QUANTITY DISCOUNT(S):** For SIN 132-51 only: 2% on orders at or above $500,000

8. **PROMPT PAYMENT TERMS:** 0%, Net 30 Days

9a. Government purchase cards ***are accepted*** at or below the micro-purchase threshold

9b. Government purchase cards ***are not accepted*** above the micro-purchase threshold

10. **FOREIGN ITEMS:** None

11a. **TIME OF DELIVERY:** To be negotiated at the task order level

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

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

11d. **URGENT REQUIREMENTS**: Customers are encouraged to contact the contractor for the purpose of requesting accelerated delivery

12. **FOB POINT:** Destination; 48 contiguous states and Washington, DC, as well as Alaska, Hawaii, and Puerto Rico

13a. **ORDERING ADDRESS:**
iSenpai
13610 Orland Road, Nokesville, Virginia 20181
Telephone: (703) 592-6411
Fax: (571) 267-1540

13b. **ORDERING PROCEDURES:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in FAR 8.405-3

14. **PAYMENT ADDRESS:**
iSenpai
13610 Orland Road, Nokesville, Virginia 20181
Telephone: (703) 592-6411
Fax: (571) 267-1540

15. **WARRANTY PROVISION:** N/A

16. **EXPORT PACKING CHARGES:** N/A

17. **TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE:** Accepted at and below the micro-purchase threshold

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

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

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

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

21. **LIST OF SERVICE AND DISTRIBUTION POINTS (IF APPLICABLE):** N/A

22. **LIST OF PARTICIPATING DEALERS (IF APPLICABLE):** N/A

23. **PREVENTIVE MAINTENANCE (IF APPLICABLE):** N/A

24a. **SPECIAL ATTRIBUITES SUCH AS ENVIRONMENTAL ATTRIBUTES (e.g. recycled content, energy efficiency, and/or reduced pollutants):** N/A

24b. **Section 508 Compliance for EIT:** N/A

25. **DUNS NUMBER:** 078410653

26. **NOTIFICATION REGARDING REGISTRATION IN SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE:** Active, CAGE Code 6PT13

TERMS AND CONDITIONS APPLICABLE TO HIGHLY ADAPTIVE CYBERSECURITY SERVICES (HACS)
(SPECIAL ITEM NUMBERS 132-45A, 132-45B, 132-45C and 132-45D)

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

- **Federal Acquisition Regulation (FAR) Part 52.204-21**
- **OMB Memorandum M-06-19** - Reporting Incidents Involving Personally Identifiable Information and Incorporating the Cost for Security in Agency Information Technology Investments
- **OMB Memorandum M -07-16** - Safeguarding Against and Responding to the Breach of Personally Identifiable Information
- **OMB Memorandum M-16-03** - Fiscal Year 2015-2016 Guidance on Federal Information Security and Privacy Management Requirements
- **OMB Memorandum M-16-04** – Cybersecurity Implementation Plan (CSIP) for Federal Civilian Government
- **The Cybersecurity National Action Plan (CNAP)**
- **NIST SP 800-14** - Generally Accepted Principles and Practices for Securing Information Technology Systems
- **NIST SP 800-27A** - Engineering Principles for Information Technology Security (A Baseline for Achieving Security)
- **NIST SP 800-30** - Guide for Conducting Risk Assessments
- **NIST SP 800-35** - Guide to Information Technology Security Services
- **NIST SP 800-37** - Guide for Applying the Risk Management Framework to Federal Information Systems: A Security Life Cycle Approach
- **NIST SP 800-39** - Managing Information Security Risk: Organization, Mission, and Information System View
- **NIST SP 800-44** - Guidelines on Securing Public Web Servers
- **NIST SP 800-48** - Guide to Securing Legacy IEEE 802.11 Wireless Networks
- **NIST SP 800-53** – Security and Privacy Controls for Federal Information Systems and Organizations
- **NIST SP 800-61** - Computer Security Incident Handling Guide
- **NIST SP 800-64** - Security Considerations in the System Development Life Cycle
- **NIST SP 800-82** - Guide to Industrial Control Systems (ICS) Security
- **NIST SP 800-86** - Guide to Integrating Forensic Techniques into Incident Response
- **NIST SP 800-115** - Technical Guide to Information Security Testing and Assessment
- **NIST SP 800-128** - Guide for Security-Focused Configuration Management of Information Systems
- **NIST SP 800-137** - Information Security Continuous Monitoring (ISCM) for Federal Information Systems and Organizations
- **NIST SP 800-153** - Guidelines for Securing Wireless Local Area Networks (WLANs)
- **NIST SP 800-171** - Protecting Controlled Unclassified Information in non-federal Information Systems and Organizations

******NOTE: All non-professional labor categories must be incidental to, and used solely to support Highly Adaptive Cybersecurity Services, and cannot be purchased separately.**
******NOTE: All labor categories under the Special Item Number 132-51 Information Technology Professional Services may remain under SIN 132-51 unless the labor categories are specific to the Highly Adaptive Cybersecurity Services SINs.**

1. SCOPE

a) The labor categories, prices, terms and conditions stated under Special Item Numbers 132-45A, 132- 45B, 132-45C and 132-45D High Adaptive Cybersecurity Services apply exclusively to High Adaptive Cybersecurity Services within the scope of this Information Technology Schedule.

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

2. ORDER

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

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

3. PERFORMANCE OF SERVICES

a) The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity. All Contracts will be fully funded.
b) The Contractor agrees to render services during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
c) The ordering activity should include the criteria for satisfactory completion for each task in the

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

4. INSPECTION OF SERVICES

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

5. RESPONSIBILITIES OF THE CONTRACTOR

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

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

6. RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

7. INDEPENDENT CONTRACTOR

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

8. ORGANIZATIONAL CONFLICTS OF INTEREST

a) Definitions.
"Contractor" means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.
"Contractor and its affiliates" and "Contractor or its affiliates" refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.
An "Organizational conflict of interest" exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor's or its affiliates' objectivity in performing contract work.

b) To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives,

directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

9. INVOICES

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

10. RESUMES

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

11. APPROVAL OF SUBCONTRACTS

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

12. DESCRIPTION OF HIGHLY ADAPTIVE CYBERSECURITY SERVICES AND PRICING

a) The Contractor shall provide a description of each type of Highly Adaptive Cybersecurity Service offered under Special Item Numbers 132-45A, 132-45B, 132-45C and 132-45D for Highly Adaptive Cybersecurity Services and it should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.

b) Pricing for all Highly Adaptive Cybersecurity Services shall be in accordance with the Contractor's customary commercial practices; e.g., hourly rates,, minimum general experience and minimum education.

The following is an example of the manner in which the description of a commercial job title should be presented (see SCP FSS 004)

EXAMPLE

Commercial Job Title: Computer Network Defense Analysis
Description: Uses defensive measures and information collected from a variety of sources to identify, analyze, and report events that occur or might occur within the network in order to protect information, information systems, and networks from threats.
Professionals involved in this specialty perform the following tasks:

- Provide timely detection, identification, and alerting of possible attacks/intrusions, anomalous activities, and misuse activities and distinguish these incidents and events from benign activities
- Provide daily summary reports of network events and activity relevant to Computer Network Defense practices

- Monitor external data sources (e.g., Computer Network Defense vendor sites, Computer Emergency Response Teams, SANS, Security Focus) to maintain currency of Computer Network Defense threat condition and determine which security issues may have an impact on the enterprise.

Knowledge, Skills and Abilities: Knowledge of applicable laws (e.g., Electronic Communications Privacy Act, Foreign Intelligence Surveillance Act, Protect America Act, search and seizure laws, civil liberties and privacy laws, etc.), statutes (e.g., in Titles 10, 18, 32, 50 in U.S. Code), Presidential Directives, executive branch guidelines, and/or administrative/criminal legal guidelines and procedures relevant to work performed

Minimum Experience: 5 Years

Minimum Education Requirements: a bachelor's of science degree with a concentration in computer science, cybersecurity services, management information systems (MIS), engineering or information science is essential.

Highly Desirable: Offensive Security Certified Professional (OSCP) or commercial Cybersecurity advanced certification(s).

Labor Categories for SINs 132-45A, 132-45B, 132-45C, 132-45D

Cyber Security Analyst I

Minimum Education: Bachelor's Degree in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certification: IAT Level 2 (Security +)

Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Cyber Security Analyst I will have a basic understanding of concepts and terms related access control systems; cryptography; security architecture; operations security; applications security and systems development; statutory and regulatory compliance; forensics, investigations, or security ethics. The Cyber Security Analyst I will assist in penetration testing, incident response and cyber hunt activities as well as systems certification and accreditation projects, including the development of system documentation, system hardening, safeguard implementation, vulnerability assessments, and risk analysis. They will assist with the management and administration of enterprise security programs.

Cyber Security Analyst II

Minimum Education: Master's Degree in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certification: IAT Level 2 (Security +)

Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Cyber Security Analyst II supports development of technical solutions to support client's requirements in solving moderately complex network, platform, and system security problems. They will assist with the management and administration of enterprise security programs. Responsibilities include: assisting with incident response, cyber hunt activities, penetration testing, cyber system engineering, development, and monitoring. Cyber Security Analyst II will also conduct security control assessments with cyber security stakeholders, collect and review artifacts and evidence for compliance with security controls, and document assessment results in a security assessment report and risk assessment report.

Cyber Security Analyst III

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Cyber Security Analyst III is responsible for providing customer support in solving all phases of complex cyber security related technical problems. Reviews and recommends cyber security solutions to customer problems based on an understanding of systems test results. Conducts security control assessments with cyber security stakeholders, collect and review artifacts and compile a body of evidence for compliance with security controls, and document assessment results in a security assessment report and risk assessment report. Particular attention placed on Guard, Firewall, host and network Intrusion Detection/Protection Systems, Penetration Testing, Cyber Hunt activities, Risk and Vulnerability Assessments.

Cyber Security Analyst IV

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Cyber Security Analyst IV is responsible for providing customer support in solving all phases of complex cyber security related technical problems. Reviews and recommends cyber security solutions to customer problems based on an understanding of products/systems test results. Conducts penetration testing, and cyber hunt & incident response activities. Particular attention placed on Guard, Firewall, host and network based Intrusion Detection/Prevention Systems, and emerging cybersecurity technologies and future trends. Provides work direction and guidance to other analysts, ensures accuracy of the work of other analyst, operates under deadlines, and is able to work on multiple tasks.

Cyber Security Analyst V, Principal

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Cyber Security Analyst V, Principal performs and evaluates risk and vulnerability assessments. Designs, develops, and implements cyber security programs in accordance with enterprise cyber security standards. Ensures that all enterprise systems are functional and secure. The Cyber Security Analyst V is a recognized expert in the area of cyber security. In addition to providing risk and vulnerability assessments and analysis, Penetration testing and incident response & cyber hunt activities; the Cyber Security Analyst V is capable of directing teams engaged in large scale, complex projects.

Cyber Security Engineer I

Minimum Education: Bachelor's Degree in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certification: IAT Level 2 (Security +)

Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Cyber Security Engineer I develops cyber security systems assurance programs and control guidelines. Capable of performing vulnerability scans of networks, providing technical evaluations, identifying risks and proposing mitigation strategies, conducting system-specific tests and evaluations in realistic network configurations to validate secure operational capabilities and/or discover vulnerabilities, performing residual risk analysis to support system assessment and authorization.

Cyber Security Engineer II

Minimum Education: Master's Degree in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certification: IAT Level 2 (Security +)

Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Cyber Security Engineer II develops cyber security systems assurance programs and control guidelines. Capable of performing vulnerability scans of networks, providing technical evaluations, identifying risks and proposing mitigation strategies, conducting system-specific tests and evaluations in realistic network configurations to validate secure operational capabilities and/or discover vulnerabilities, performing residual risk analyses to support system certification and accreditation. Insures that solutions are fully compatible with or engineered into the customer's network design.

Cyber Security Engineer III

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Cyber Security Engineer III conducts systems security analysis and implementation, system engineering, electrical design, design assurance, testing, security software engineering, program design, configuration management, integration, and testing of cyber security products and techniques.

Cyber Security Engineer IV

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Cyber Security Engineer IV conducts systems security analysis and implementation, system engineering, electrical design, design assurance, testing, software engineering, program design, configuration management, integration, and testing of cyber security products and techniques. Provides advanced technical knowledge and analysis of highly specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation, training, and implementation support on complex problems, which require doctorate level knowledge of the subject matter for effective implementation.

Cyber Security Engineer V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Cyber Security Engineer V provides expert knowledge of Cyber Security, or any other type of technology related to service area being supported. Must be capable of identifying issues and developing recommended courses of action based on experience and industry best practices. In addition to providing significant technology support, the Cyber Security Engineer V is capable of directing teams engaged in large scale, complex projects.

Cyber Project Manager I

Minimum Education: Bachelor's Degree in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certification: IAT Level 2 (Security +)

Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Cyber Project Manager I is responsible for small projects or portions of medium projects, keeps the Program Manager abreast of all problems and accomplishments. Leads team on small projects or significant segment of medium complex projects. Translate customer requirements into formal agreements and plans to culminate in customer acceptance of results or have acceptance in the targeted market, while meeting business objectives. Works with client to identify business requirements and develops the proposal. Subsequently leads a team in the initiating, planning, controlling, executing, and closing tasks of a project or segment of a project to produce the solution deliverable. Executes range of process activities beginning with the request for proposal through development, test and final delivery. Formulates partnerships between customer, suppliers and staff. Anticipates potential project related problems. Utilizes techniques for identifying, eliminating or mitigating

solution, project and business risk. Understands customer, industry and business trends. Applies this understanding to meet project objectives.

Cyber Project Manager II

Minimum Education: Master's Degree in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certification: IAT Level 2 (Security +)

Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Cyber Project Manager II is responsible for and leads team on small and medium complex projects keeps the Program Manager abreast of all problems and accomplishments. Translates customer requirements into formal agreements and plans to culminate in customer acceptance of results or have acceptance in the targeted market, while meeting business objectives. Works with client to identify business requirements and develops the proposal. Subsequently leads a team in the initiating, planning, controlling, executing, and closing tasks of a project or segment of a project to produce the solution deliverable. Executes a wide range of process activities beginning with the request for proposal through development, test and final delivery. Formulates partnerships between customer, suppliers and staff. Anticipates potential project related problems. Utilizes refined techniques for identifying, eliminating or mitigating solution, project and business risk. Understands customer, industry and business trends. Applies this understanding to meet project objectives.

Cyber Project Manager III

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Cyber Project Manager III serves as project manager for a large, complex task order (or a group of task orders affecting the same common/standard/migration system) and shall assist the Program Manager in working with the ordering activity Contracting Officer (CO), the contract-level Contracting Officer's Representative (COR), the task order-level COR(s), ordering activity management personnel and customer agency representatives. Under the guidance of the Program Manager, responsible for the overall management of the specific task order(s) and insuring that the technical solutions and schedules in the task order are implemented in a timely manner. Performs enterprise wide horizontal integration planning and interfaces to other functional systems.

Cyber Project Manager IV

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Cyber Project Manager IV is responsible for large projects, keeps the Program Manager abreast of all problems and accomplishments. Leads team on large projects or significant segment of large complex projects. Translate customer requirements into formal agreements and plans to culminate in customer acceptance of results or have acceptance in the targeted market, while meeting business objectives. Works with client to identify business requirements and develops the proposal. Subsequently leads a team in the initiating, planning, controlling, executing, and closing tasks of a project or segment of a project\program to produce the solution deliverable. Executes a wide range of process activities beginning with the request for proposal through development, test and final delivery. Formulates partnerships between customer, suppliers and staff. Anticipates potential project related problems. Utilizes refined techniques for identifying, eliminating or mitigating solution, project and

business risk. Understands customer, industry and business trends. Applies this understanding to meet project\program objectives.

Cyber Project Manager V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Cyber Project Manager V, Principal is responsible for and leads team on large complex projects, keeps the Program Manager abreast of all problems and accomplishments. Translates customer requirements into formal agreements and plans to culminate in customer acceptance or results. Possesses expert knowledge of business processes. Responsible for performance, cost, scope, schedule, quality, and appropriate business measurements for their project, according to their project charter. Has extensive professional knowledge of market segment/industry/technology/discipline trends. Works with client to identify business requirements and develops the proposal. Subsequently leads a team in the initiating, planning, controlling, executing, and closing tasks of a project (or segment of a project) to produce the solution deliverable. Executes a wide range of process activities beginning with the request for proposal through development, test, and final delivery. Anticipates future customer, industry, and business trends. Applies this understanding to complex problems to meet project objectives.

Cyber Program Manager I

Minimum Education: Bachelor's Degree in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certification: IAT Level 2 (Security +)

Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Cyber Program Manager I oversees multiple small projects. Possesses high knowledge of business processes. Responsible for performance, cost, scope, schedule, quality, and appropriate business measurements for projects, according to their project charter. Has professional knowledge of market segment/industry/technology/discipline trends. Anticipates future customer, industry, and business trends. Applies this understanding to complex problems to meet project objectives. As appropriate, challenges the validity of given procedures and processes with a view toward enhancement or improvement. Analyzes information and situations and implement actions, independently and or through the management team to ensure project objectives are met. Analyzes new and complex project related problems and creates innovative solutions involving finance, scheduling, technology, methodology, tools, and solution components.

Cyber Program Manager II

Minimum Education: Master's Degree in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certification: IAT Level 2 (Security +)

Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Cyber Program Manager II oversees multiple small to medium projects. Possesses high knowledge of business processes. Responsible for performance, cost, scope, schedule, quality, and appropriate business measurements for projects, according to their project charter. Has professional knowledge of market segment/industry/technology/discipline trends. Anticipates future customer, industry, and business trends. Applies this understanding to complex problems to meet project objectives. As appropriate, challenges the validity of given procedures and processes with a view toward enhancement or improvement. Analyzes information and situations and implement actions, independently and or through the management team to ensure project objectives are met. Analyzes new

and complex project related problems and creates innovative solutions involving finance, scheduling, technology, methodology, tools, and solution components.

Cyber Program Manager III

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Cyber Program Manager III oversees multiple medium complex projects. Possesses expert knowledge of business processes. Responsible for performance, cost, scope, schedule, quality, and appropriate business measurements for projects, according to their project charter. Has extensive professional knowledge of market segment/industry/technology/discipline trends. Anticipates future customer, industry, and business trends. Applies this understanding to complex problems to meet project objectives. As appropriate, challenges the validity of given procedures and processes with a view toward enhancement or improvement. Analyzes information and situations and implement actions, independently and or through the management team to ensure project objectives are met. Analyzes new and complex project related problems and creates innovative solutions involving finance, scheduling, technology, methodology, tools, and solution components.

Cyber Program Manager IV

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Cyber Program Manager IV oversees multiple large projects. Possesses expert knowledge of business processes. Responsible for performance, cost, scope, schedule, quality, and appropriate business measurements for projects, according to their project charter. Has extensive professional knowledge of market segment/industry/technology/discipline trends. Anticipates future customer, industry, and business trends. Applies this understanding to complex problems to meet project objectives. As appropriate, challenges the validity of given procedures and processes with a view toward enhancement or improvement. Analyzes information and situations and implements actions independently and or through the management team, to ensure project objectives are met. Analyzes new and complex project related problems and creates innovative solutions involving finance, scheduling, technology, methodology, tools and solution components. Possesses significant breadth of knowledge in business matters, finance, planning, and forecasting and personnel in order to manage team and business processes.

Cyber Program Manager V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Cyber Program Manager V oversees multiple large projects. Possesses expert knowledge of business processes. Responsible for performance, cost, scope, schedule, quality, and appropriate business measurements for projects, according to their project charter. Has extensive professional knowledge of market segment/industry/technology/discipline trends. Anticipates future customer, industry, and business trends. Applies this understanding to complex problems to meet project objectives. As appropriate, challenges the validity of given procedures and processes with a view toward enhancement or improvement. Analyzes information and situations and implements actions independently and or through the management team, to ensure project objectives are met. Analyzes new

and complex project related problems and creates innovative solutions involving finance, scheduling, technology, methodology, tools and solution components. Possesses significant breadth of knowledge in business matters, finance, planning, and forecasting and personnel in order to manage team and business processes.

Cyber Fusion Analyst I

Minimum Education: Bachelor's Degree in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certification: IAT Level 2 (Security +)

Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Must be able to adapt over time to changes in the threat environment. Assists with developing, and disseminating, countermeasures to specific weaknesses against known adversarial tactics, techniques, and procedures; (TIPs) to preserve the client's ability to carry out current and future missions.

Cyber Fusion Analyst II

Minimum Education: Master's Degree in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certification: IAT Level 2 (Security +)

Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Must be able to adapt over time to changes in the threat environment. Assists with developing, disseminating, and directing the implementation of countermeasures to specific weaknesses against known adversarial tactics, techniques, and procedures; (TIPs) to preserve the client's ability to carry out current and future missions. Perform enterprise threat fusion analysis as part of incident analysis efforts. Assist in creating fusion reports where enterprise threat fusion analysis is reported.

Cyber Fusion Analyst III

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Leads team of analyst on small projects. Must be able to adapt over time to changes in the threat environment. Enterprise threat fusion and correlation is the process of correlating incident activity to assess and direct operation and defense of client's information systems and computer networks across strategic, operational, and tactical boundaries. This includes developing, disseminating, and directing the implementation of countermeasures to specific weaknesses against known adversarial tactics, techniques, and procedures; (TIPs) to preserve the client's ability to carry out current and future missions. Perform enterprise threat fusion analysis as part of incident analysis efforts. Create fusion reports where enterprise threat fusion analysis is reported.

Cyber Fusion Analyst IV

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Leads team of analyst on midsized and small complex projects. Must be able to adapt over time to changes in the threat environment. Enterprise threat fusion and correlation is the process of correlating incident activity to assess and direct operation and defense of client's information

systems and computer networks across strategic, operational, and tactical boundaries. This includes developing, disseminating, and directing the implementation of countermeasures to specific weaknesses against known adversarial tactics, techniques, and procedures; (TIPs) to preserve the client's ability to carry out current and future missions. Perform enterprise threat fusion analysis as part of incident analysis efforts. Create fusion reports where enterprise threat fusion analysis is reported.

Cyber Fusion Analyst V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Leads team of analyst on large and complex projects. Must be able to adapt over time to changes in the threat environment. Enterprise threat fusion and correlation is the process of correlating incident activity to assess and direct operation and defense of client's information systems and computer networks across strategic, operational, and tactical boundaries. This includes developing, disseminating, and directing the implementation of countermeasures to specific weaknesses against known adversarial tactics, techniques, and procedures; (TIPs) to preserve the client's ability to carry out current and future missions. Perform enterprise threat fusion analysis as part of incident analysis efforts. Create fusion reports where enterprise threat fusion analysis is reported.

Cyber Malware Reverse Engineer I

Minimum Education: Bachelor's Degree in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certification: IAT Level 2 (Security +)
Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Assists in investigating potential intrusions and security events to contain and mitigate incidents. Research cyber-attacks, malware, and threat actors to determine potential impact and develop remediation guidance; Works under a high-level of supervision and usually reports to a supervisor, though some ingenuity and flexibility is required.

Cyber Malware Reverse Engineer II

Minimum Education: Master's Degree in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certification: IAT Level 2 (Security +)
Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Assists in investigating potential intrusions and security events to contain and mitigate incidents. Research cyber-attacks, malware, and threat actors to determine potential impact and develop remediation guidance; validate, categorize and investigate escalated cyber security events; profile and trend events in the environment for potential incidents; collect, assess and catalogue threat indicators; perform malware analysis; Works under general supervision and usually reports to a supervisor, though some ingenuity and flexibility is required.

Cyber Malware Reverse Engineer III

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Investigate potential intrusions and security events to contain and mitigate incidents. Research cyber-attacks, malware, and threat actors to determine potential impact and develop

remediation guidance; validate, categorize and investigate escalated cyber security events; profile and trend events in the environment for potential incidents; collect, assess and catalogue threat indicators; perform malware analysis; Works under general supervision and usually reports to a supervisor, though some ingenuity and flexibility is required.

Cyber Malware Reverse Engineer IV

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Investigate potential intrusions and security events to contain and mitigate incidents. Research cyber-attacks, malware, and threat actors to determine potential impact and develop remediation guidance; validate, categorize and investigate escalated cyber security events; profile and trend events in the environment for potential incidents; collect, assess and catalogue threat indicators; perform malware analysis. Assist in the development/enhancement of existing incident response methods, tools and processes.

Cyber Malware Reverse Engineer V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Manages a team of individuals who investigate potential intrusions and security events to contain and mitigate incidents. Research cyber-attacks, malware, and threat actors to determine potential impact and develop remediation guidance; validate, categorize and investigate escalated cyber security events; profile and trend events in the environment for potential incidents; collect, assess and catalogue threat indicators; perform malware analysis. Assist in the development/enhancement of existing incident response methods, tools and processes.

Cyber Countermeasures Expert I

Minimum Education: Bachelor's Degree in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certification: IAT Level 2 (Security +)
Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Help design and develop countermeasures using basic knowledge of cyber threats tools, techniques, and processes. Operates with a high level of oversight.

Cyber Countermeasures Expert II

Minimum Education: Master's Degree in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certification: IAT Level 2 (Security +)
Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Assist with the management and administration of enterprise security programs. Help design and develop countermeasures using advanced knowledge of cyber threats tools, techniques, and processes. Operates with a high level of oversight.

Cyber Countermeasures Expert III

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Assist with the management and administration of enterprise security programs. Designing and develop countermeasures; using expert knowledge of cyber threats tools, techniques, and processes, and analytics. Develop software and systems to support the analytics, systems, network, and database. Operates with minimum level of oversight.

Cyber Countermeasures Expert IV

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Lead the management and administration of enterprise security programs for small to midsized projects. Designing and develop countermeasures; using expert knowledge of cyber threats tools, techniques, and processes, and analytics. Develop software and systems to support the analytics, systems, network, and database. Operates with high level of autonomy.

Cyber Countermeasures Expert V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Lead the management and administration of enterprise security programs for large and complicated projects. Designing and develop countermeasures; using expert knowledge of cyber threats tools, techniques, and processes, and analytics. Develop software and systems to support the analytics, systems, network, and database. Operates with high level of autonomy.

Penetration Tester I

Minimum Education: Bachelor's Degree in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certification: IAT Level 2 (Security +)

Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Finds security vulnerabilities in target systems, networks, and applications in order to help enterprises improve their security. Works under immediate supervision and usually reports to a supervisor.

Penetration Tester II

Minimum Education: Master's Degree in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certification: IAT Level 2 (Security +)

Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Finds security vulnerabilities in target systems, networks, and applications in order to help enterprises improve their security; identification of flaws to cause business risk, a successful candidate provides crucial insights into the most pressing issues and suggests how to prioritize security

resources; Works under general supervision and usually reports to a supervisor, though some ingenuity and flexibility is required.

Penetration Tester III
Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: leads the effort in small projects to find security vulnerabilities in target systems, networks, and applications in order to help enterprises improve their security; leads the identifying of which key flaws can be exploited to cause business risk, a successful candidate provides crucial insights into the most pressing issues and suggests how to prioritize security resources.

Penetration Tester IV
Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: leads the effort in midsized and small complex projects to find security vulnerabilities in target systems, networks, and applications in order to help enterprises improve their security; leads the identifying of which key flaws can be exploited to cause business risk, a successful candidate provides crucial insights into the most pressing issues and suggests how to prioritize security resources.

Penetration Tester V
Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: leads the effort in large and midsized complex projects to find security vulnerabilities in target systems, networks, and applications in order to help enterprises improve their security; leads the identifying of which key flaws can be exploited to cause business risk, a successful candidate provides crucial insights into the most pressing issues and suggests how to prioritize security resources.

Equivalency Substitution Tables
Years of Experience
For Education
Table 1

LCAT Level	Education/Degree from a regionally accredited university	Years of Experience in addition to Education
Level II	Bachelor's Degree	2
	Master's Degree	0
Level III	Bachelor's Degree	4
	Master's Degree	2
	PhD	0
Level IV	Bachelor's Degree	6
	Master's Degree	4
	PhD	2
Level V	Bachelor's Degree	8
	Master's Degree	6
	PhD	4

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/IAM Professional Services within the scope of this Information Technology Schedule.

b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

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

a. Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract.

b. The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.

c. Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

3. ORDER

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

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

4. PERFORMANCE OF SERVICES

a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.

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

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

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

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

(a) The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with

its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-

(1) Cancel the stop-work order; or

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

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

(1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and

(2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

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

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

6. INSPECTION OF SERVICES

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

7. RESPONSIBILITIES OF THE CONTRACTOR

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

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

9. INDEPENDENT CONTRACTOR

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

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

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

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

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

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

11. INVOICES

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

12. PAYMENTS

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

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

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

(1) The offeror;

(2) Subcontractors; and/or

(3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

13. RESUMES

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

14. INCIDENTAL SUPPORT COSTS

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

15. APPROVAL OF SUBCONTRACTS

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

16. DESCRIPTION OF IT/IAM PROFESSIONAL SERVICES AND PRICING

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

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

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

EXAMPLE: Commercial Job Title: System Engineer

> Minimum/General Experience: Three (3) years of technical experience which applies to systems analysis and design techniques for complex computer systems. Requires competence in all phases of systems analysis techniques, concepts and methods; also requires knowledge of available hardware, system software, input/output devices, structure and management practices.
>
> Functional Responsibility: Guides users in formulating requirements, advises alternative approaches, conducts feasibility studies.
>
> Minimum Education: Bachelor's Degree in Computer Science

Labor Categories for SIN 132-51

Database Architect IV

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Designs and builds relational databases. Assists senior database architects develop strategies for data acquisitions, archive recovery, and implementation of a database. Works in a data warehouse environment, which includes data design, database architecture, metadata and repository creation. Translates business needs into long-term architecture solutions. Defines, designs, and builds dimensional databases. Develops data warehousing blueprints, evaluating hardware and software platforms, and integrating systems. Evaluates reusability of current data for additional analyses. Reviews object and data models and the metadata repository to structure the data for better management and quicker access

Database Architect V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Designs and builds relational databases. Develops strategies for data acquisitions, archive recovery, and implementation of a database. Works in a data warehouse environment, which includes data design, database architecture, metadata and repository creation. Translates business needs into long-term architecture solutions. Defines, designs, and builds dimensional databases. Develops data warehousing blueprints, evaluating hardware and software platforms, and integrating systems. Evaluates reusability of current data for additional analyses. Reviews object and data models and the metadata repository to structure the data for better management and quicker access.

Database Engineer IV

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Independently analyzes, compiles requirements, and develops database solutions for full-featured database systems and related tools; plans, designs, develops and modifies complex databases structures and database administration tools using current products and programming languages; collaborates with senior technical and user staff to complete projects. Functions as a technical expert across multiple database projects. Provides technical expertise for database design, development, implementation, information storage and retrieval, data flow and analysis including, but not limited to the following: supports all activities related to the administration of computerized databases; designs, creates, and maintains databases in a client/server environment; designs logical data models for databases; designs physical databases; works with database administrators in the implementation of logical data models; develops information models for use in designing and building database management systems; coordinates database design, development, implementation, information storage and retrieval, data flow and analysis activities; conducts quality control and auditing of databases in a client/server environment to ensure accurate and appropriate use of data.

Database Engineer V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Provides technical/management leadership on major database tasks and technology assignments; establishes goals and plans that meet project objectives; possesses domain and expert technical knowledge; directs and controls user-oriented activities having overall responsibility for ensuring that technical requirements are met; interacts with users and with senior management; supervises database engineering staff. Provides technical expertise for database design, development, implementation, information storage and retrieval, data flow and analysis including, but not limited to the following: supports all activities related to the administration of computerized databases; oversees creation and maintenance of databases in a client/server environment; oversees designs of logical data models for databases; oversees designs of physical databases; oversees implementation of logical data models; oversees database design, development, implementation, information storage and retrieval, data flow and analysis activities; oversees planning, designing development and modification of databases structures that fit into the overall architecture of the system under development.

Desktop Engineer IV

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Provides a single point of contact for end-users to receive support and maintenance within the organization's desktop computing environment. This includes installing, diagnosing, repairing, maintaining, and upgrading all PC hardware and equipment to ensure optimal workstation performance. The person will also troubleshoot problem areas (in person, by telephone, or via e-mail) in a timely and accurate fashion, and provide end-user assistance where required. Perform all tasks for Data stage DBA role including system setup, deployment configuration, and administration, troubleshooting and backup. Provide day to day infrastructure tasks support including resolution of production issues. Provide database automation and scripting services. Provide software installation and configuration services. Provide support for in scope project work. Provide Datastage subject matter expertise as required. Provide physical and logical database models. Provide support of database backup and recovery test cases for BCP/DRP.

Desktop Engineer V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Provides a single point of contact for end-users to receive support and maintenance within the organization's desktop computing environment. This includes installing, diagnosing, repairing, maintaining, and upgrading all PC hardware and equipment to ensure optimal workstation performance. The person will also troubleshoot problem areas (in person, by telephone, or via e-mail) in a timely and accurate fashion, and provide end-user assistance where required. Perform all tasks for Data stage DBA role including system setup, deployment configuration, and administration, troubleshooting and backup. Provide day to day infrastructure tasks support including resolution of production issues. Provide database automation and scripting services. Provide software installation and configuration services. Provide support for in scope project work. Provide Datastage subject matter expertise as required. Provide physical and logical database models. Provide support of database backup

and recovery test cases for BCP/DRP. Provide database development support, including developer requests and database changes. Monitor and implement requests in the database request system. Provide performance tuning analysis for databases, execute database performance tests, document results and provide written recommendations.

DevOps Architect IV

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Lead small to mid-sized projects, or assist senior architects on large projects. Works with IT team members to understand stakeholder requirements that drive the analysis and design of quality technical solutions. Involved in the full life cycle of an application; team members of an agile development process. Responsible for the design and implementation of applications' build, release, deployment, and configuration activities. Works with internal business partners to gather requirements, prototyping, architecting, implementing/updating solutions, building and executing test plans, performing quality reviews, managing operations, and triaging and fixing operational issues. Responsible for managing IT infrastructure needed to support software code.

DevOps Architect V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Lead large and complex projects. Works closely with clients and IT team members to understand stakeholder requirements that drive the analysis and design of quality technical solutions. Involved in the full life cycle of an application; team members of an agile development process. Responsible for the design and implementation of applications' build, release, deployment, and configuration activities. Works with internal business partners to gather requirements, prototyping, architecting, implementing/updating solutions, building and executing test plans, performing quality reviews, managing operations, and triaging and fixing operational issues. Responsible for managing IT infrastructure needed to support software code.

DevOps Engineer V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Work on large and complex projects, and operate at a high level of autonomy. Involved in the full life cycle of an application; team members of an agile development process. Responsible for the design and implementation of applications' build, release, deployment, and configuration activities. Works with internal business partners to gather requirements, prototyping, architecting, implementing/updating solutions, building and executing test plans, performing quality reviews, managing operations, and triaging and fixing operational issues. Responsible for managing IT infrastructure needed to support software code.

IdAM Architect IV

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Work on small to mid-sized projects and assist senior architects with large projects. Exhibits an exceptional degree of ingenuity, creativity, and resourcefulness. Applies and/or develops highly advanced technical technologies, scientific principles, theories and concepts. Viewed as expert within the field. Develops information that extends knowledge in a given field. Information may form the basis of newly developed concepts, theories, and products. Often acts independently to uncover and resolve issues associated with the development and implementation of operational programs. Plans R & D programs and recommends technological application programs to accomplish long-range objectives. Work is checked only to the effectiveness of results obtained, typically requiring a long-term perspective. Virtually self-supervisory.

IdAM Architect V
Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Work on large and complex projects, and operate at a high level of autonomy. Exhibits an exceptional degree of ingenuity, creativity, and resourcefulness. Applies and/or develops highly advanced technical technologies, scientific principles, theories and concepts. Viewed as expert within the field. Develops information that extends knowledge in a given field. Information may form the basis of newly developed concepts, theories, and products. Often acts independently to uncover and resolve issues associated with the development and implementation of operational programs. Plans R & D programs and recommends technological application programs to accomplish long-range objectives. Work is checked only to the effectiveness of results obtained, typically requiring a long-term perspective. Virtually self-supervisory.

IdAM Engineer IV
Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Applies advanced technical principles, theories, and concepts. Contributes to the development of new principles and concepts. Works on unusually complex technical problems and provides solutions which are highly innovative and ingenious. Works under consultative direction toward predetermined long-range goals and objectives. Assignments are often self-initiated. Determines and pursues courses of action necessary to obtain desired results. Work checked through consultation and agreement with others rather than by formal review of superior. Resource is hands on with IT system development, vendor product installation, configuration and/or custom development of software to complete IdAM goals. Resource will have strong experience in specific vendor products or IAM concepts such as secure authentication, authorization, attributes, federation, access control, provisioning, reconciliation, and/or directories.

IdAM Engineer V
Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Exhibits an exceptional degree of ingenuity, creativity, and resourcefulness. Applies and/or develops highly advanced technical technologies, scientific principles, theories and

concepts. Viewed as expert within the field. Develops information that extends knowledge in a given field. Information may form the basis of newly developed concepts, theories, and products. Often acts independently to uncover and resolve issues associated with the development and implementation of operational programs. Plans R & D programs and recommends technological application programs to accomplish long-range objectives. Work is checked only to the effectiveness of results obtained, typically requiring a long-term perspective. Virtually self-supervisory. Resource is hands on with IT system development, vendor product installation, configuration and/or custom development of software to complete IdAM goals. Resource will have strong experience in specific vendor products or IdAM concepts such as secure authentication, authorization, attributes, federation, access control, provisioning, reconciliation, and/or directories.

Information Systems Security Engineer IV

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Work on small to mid-sized projects and assist senior engineers with large projects. Performs standard project tasks to analyze information security requirements, translate these into security designs, implements these designs, and tests effectiveness. Has working knowledge of standard information security products including firewalls, intrusion detection systems, anti-virus systems, vulnerability testing, and security analysis tools

Information Systems Security Engineer V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Work on large and complex projects, and operate at a high level of autonomy. Performs standard project tasks to analyze information security requirements, translate these into security designs, implements these designs, and tests effectiveness. Has working knowledge of standard information security products including firewalls, intrusion detection systems, anti-virus systems, vulnerability testing, and security analysis tools.

Information Systems Security Manager IV

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Work on small to mid-sized projects and assist senior managers with large projects. Oversees engineers and directs them to perform standard project tasks to analyze information security requirements, translate these into security designs, implements these designs, and tests effectiveness. Has working knowledge of standard information security products including firewalls, intrusion detection systems, anti-virus systems, vulnerability testing, and security analysis tools. Reports Information Systems Security Officers, however, works with a high level of autonomy.

Information Systems Security Manager V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Work on large and complex projects, and operate at a high level of autonomy. Oversees engineers and directs them to perform standard project tasks to analyze information security requirements, translate these into security designs, implements these designs, and tests effectiveness. Has working knowledge of standard information security products including firewalls, intrusion detection systems, anti-virus systems, vulnerability testing, and security analysis tools. Reports Information Systems Security Officers, however, works with a high level of autonomy.

Information Systems Security Officer IV
Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Assists with the implementation and development of IT security. Performs risk analyses which also includes risk assessment. Provides support to plan, coordinate, and implement the organization's information security. Provides support for facilitating and helping agencies identify their current security infrastructure and define future programs, design and implementation of security related to IT systems

Information Systems Security Officer V
Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Oversees the efforts of security staff to design, develop, engineer and implement solutions to security requirements. Responsible for the implementation and development of IT security. Performs risk analyses which also includes risk assessment. Provide support to plan, coordinate, and implement the organization's information security. Provide support for facilitating and helping agencies identify their current security infrastructure and define future programs, design and implementation of security related to IT systems. A working knowledge of several of the following areas is required: understanding of business security practices and procedures; knowledge of current security tools available; hardware/software security implementation; different communication protocols; encryption techniques/tools; familiarity with commercial products, and current Internet/EC technology. Provides daily supervision and direction to staff.

Network Architect IV
Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Responsible for architecting, designing and engineering client network infrastructures. Also responsible for defining the standards and strategy for emerging network architectures within our customer's network footprint. Responsible for the integration of a total network including the planning, design, installation, maintenance, management, and coordination of a corporate LAN/WAN. Stay current on technological developments, applications, and evaluates vendor products to make recommendations for purchase. Recommends network security and policies. Must create network roadmaps, presentations, cost-saving initiatives, and business cases for new products. Monitor protocol compatibility, perform system tuning, and make recommendations for improvements. Integrate and

schematically depict communication architectures, topologies, hardware, software, transmission and signaling links and protocols into complete network configurations.

Network Architect V
Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Responsible for architecting, designing and engineering client network infrastructures. Also responsible for defining the standards and strategy for emerging network architectures within our customer's network footprint. Responsible for the integration of a total network including the planning, design, installation, maintenance, management, and coordination of a corporate LAN/WAN. Stay current on technological developments, applications, and evaluates vendor products to make recommendations for purchase. Recommends network security and policies. Must create network roadmaps, presentations, cost-saving initiatives, and business cases for new products. Monitor protocol compatibility, perform system tuning, and make recommendations for improvements. Integrate and schematically depict communication architectures, topologies, hardware, software, transmission and signaling links and protocols into complete network configurations. Provide data on system application network activity and give interpretation\guidance to relevant stakeholders. Detect, diagnose, and resolve network problems using methods that minimally impact production environment function. Lead monthly infrastructure capacity planning and expansion activities. Maintain network security controls and compliance on all network hardware. Maintain a service oriented environment focused on problem prediction, detection and resolution.

Network Engineer IV
Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Under minimal supervision designs and coordinates the installation and acceptance testing of the system network. Monitors network hardware operations to ensure properly set configuration options. Plans implementation of enhancements and upgrades to the network; performs cost/benefit studies of network configurations and recommends enhancements; directs acquisition, installation, and testing of network hardware; advises network users of hardware requirements, configurations, and limitations; and isolates, resolves, or circumvents network problems.

Network Engineer V
Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Designs and coordinates the installation and acceptance testing of the system network. Monitors network hardware operations to ensure properly set configuration options. Plans implementation of enhancements and upgrades to the network; performs cost/benefit studies of network configurations and recommends enhancements; directs acquisition, installation, and testing of network hardware; advises network users of hardware requirements, configurations, and limitations; and isolates, resolves, or circumvents network problems. May provide daily supervision and direction to support staff.

Program Manager IV

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Oversees small to mid-sized projects. Possesses expert knowledge of business processes. Responsible for performance, cost, scope, schedule, quality, and appropriate business measurements for projects, according to their project charter. Has extensive professional knowledge of market segment/industry/technology/discipline trends. Anticipates future customer, industry, and business trends. Applies this understanding to complex problems to meet project objectives. As appropriate, challenges the validity of given procedures and processes with a view toward enhancement or improvement. Analyzes information and situations and implements actions independently and or through the management team, to ensure project objectives are met. Analyzes new and complex project related problems and creates innovative solutions involving finance, scheduling, technology, methodology, tools and solution components. Possesses significant breadth of knowledge in business matters, finance, planning, and forecasting and personnel in order to manage team and business processes.

Program Manager V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Oversees large projects. Possesses expert knowledge of business processes. Responsible for performance, cost, scope, schedule, quality, and appropriate business measurements for projects, according to their project charter. Has extensive professional knowledge of market segment/industry/technology/discipline trends. Anticipates future customer, industry, and business trends. Applies this understanding to complex problems to meet project objectives. As appropriate, challenges the validity of given procedures and processes with a view toward enhancement or improvement. Analyzes information and situations and implements actions independently and or through the management team, to ensure project objectives are met. Analyzes new and complex project related problems and creates innovative solutions involving finance, scheduling, technology, methodology, tools and solution components. Possesses significant breadth of knowledge in business matters, finance, planning, and forecasting and personnel in order to manage team and business processes.

Project Manager IV

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Responsible for small to mid-sized projects, keeps the Program Manager abreast of all problems and accomplishments. Leads team on large projects or significant segment of large complex projects. Translate customer requirements into formal agreements and plans to culminate in customer acceptance of results or have acceptance in the targeted market, while meeting business objectives. Works with client to identify business requirements and develops the proposal. Subsequently leads a team in the initiating, planning, controlling, executing, and closing tasks of a project or segment of a project\program to produce the solution deliverable. Executes a wide range of process activities beginning with the request for proposal through development, test and final delivery. Formulates partnerships between customer, suppliers and staff. Anticipates potential project related problems.

Utilizes refined techniques for identifying, eliminating or mitigating solution, project and business risk. Understands customer, industry and business trends. Applies this understanding to meet project\program objectives.

Project Manager V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Responsible for and leads team on large complex projects, keeps the Program Manager abreast of all problems and accomplishments. Translates customer requirements into formal agreements and plans to culminate in customer acceptance or results. Possesses expert knowledge of business processes. Responsible for performance, cost, scope, schedule, quality, and appropriate business measurements for their project, according to their project charter. Has extensive professional knowledge of market segment/industry/technology/discipline trends. Works with client to identify business requirements and develops the proposal. Subsequently leads a team in the initiating, planning, controlling, executing, and closing tasks of a project (or segment of a project) to produce the solution deliverable. Executes a wide range of process activities beginning with the request for proposal through development, test, and final delivery. Anticipates future customer, industry, and business trends. Applies this understanding to complex problems to meet project objectives.

Software Architect IV

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Plans, develops and administers policies covering several broad functional areas or key contracts. In addition, plans, designs, and engineers life cycle voice, data and video solutions for local, wide, and enterprise network solutions including the development, integration, implementations, testing, and monitoring of policies and procedures. Analyzes areas of concern, confers with research personnel to clarify and resolve problems, presents feasible alternatives and recommendations based on thorough research and analyses. Plans and develops rapid prototype experimental solutions. Confers with engineering personnel and prepares design modifications. Conducts interviews with subject matter experts to retrieve essential information. Uses computer assisted design software to perform engineering and design tasks. Collects, compiles, and assembles data for financial and analytical documents and reports.

Software Architect V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Plans, develops and administers policies covering several broad functional areas or key contracts. Oversees the work of staff and senior level professionals. In addition, plans, designs, and engineers life cycle voice, data and video solutions for local, wide, and enterprise network solutions including the development, integration, implementations, testing, and monitoring of policies and procedures. Analyzes areas of concern, confers with research personnel to clarify and resolve problems, presents feasible alternatives and recommendations based on thorough research and analyses. Plans and develops rapid prototype experimental solutions. Confers with engineering personnel and prepares design modifications. Conducts interviews with subject matter experts to retrieve essential information.

Uses computer assisted design software to perform engineering and design tasks. Evaluates engineering test results for practical application.

Software Engineer I
Minimum Education: Bachelor's Degree in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certification: IAT Level 2 (Security +)
Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Works from specifications to assist in developing and modifying operating software and programming applications. Assists with design, coding, testing, software and system integration, and documentation of programs. Helps formulate and define specifications for complex software applications or modifies/maintains existing complex applications.

Software Engineer II
Minimum Education: Master's Degree in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certification: IAT Level 2 (Security +)
Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Formulates and defines specifications for complex software applications or modifies/maintains existing complex applications. Responsible for applications dealing with the overall operating system, such as sophisticated file maintenance routines, large telecommunications networks, and/or advanced mathematical/scientific software packages. Competent to work in all phases of software systems, including design, coding, software integration, and system integration. Very experienced with structured software development and modern software productivity tools and techniques.

Software Engineer III
Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Responsible for performing in-depth analysis and technical support of systems software products, including complex problem resolution, design, development, testing, operational integration, and user support. Assists in the planning and conversion for new hardware/software products. Maintains currency, debugs and configures related software products. Provides operating systems planning and evaluation for performance analysis, capacity planning and hardware upgrades. Works from specifications to develop or modify operating systems applications. Assists with design, coding, benchmark testing, debugging and documentation of programs. Interfaces with other system support groups to resolve problems, setting standards and improving overall efficiency of the operating system. Designs, codes, tests and implements tools for operations automation. Works on most phases of software systems programming applications, and may require instruction and guidance in other phases.

Software Engineer IV
Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Designs architectures to include the software, hardware, and communications to support the total requirements as well as provide for present and future cross-

functional requirements and interfaces. Ensures these systems are compatible and in compliance with the standards for open systems and DoD architectures. Determines and identifies high level functional and technical requirements based on interactions with the user community and knowledge of the enterprise architecture. Identifies, assesses, and presents options for meeting the functional and technical requirements including hardware and software updates or upgrades. Formulates and defines specifications for operating system applications or modifies and maintains existing applications using engineering releases and utilities from the manufacturer. Creates detailed design specifications for use by software development staff members. Interacts with project management to plan project schedules and technical direction. Develops software design documents and technology white papers. Instrumental in selection of development tools. Responsible for developing high level system design diagrams and for program design, coding, testing, debugging and documentation.

Software Engineer V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Develops analytical and computational techniques and methodology for problem solutions. Utilizes performance analysis to predict performance trends, and identify unique and systemic performance anomalies. Provides specialized knowledge of systems operations, risk management principals, and leading edge industry technologies to develop enterprise level migration and consolidation plans that result in minimum risk, optimum performance solutions. Interfaces with all levels of IT customer and operations staff. Performs process and data modeling in support of the planning and analysis efforts using both manual and automated tools; such as Integrated Computer-Aided Software Engineering (I-CASE) tools. Applies reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. Provides technical guidance in software engineering techniques and system design and technology issues relating to system migration and consolidation.

Storage Architect V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Implement, maintain, and engineer storage systems, software, and data integration solutions to business technical problems through the use of hardware and software. Develop, maintain, and manage standard operating procedures and configurations of storage network environments. Ensure thorough implementation of security procedures through physical measures, operating system, and industry security standards. Meet with customer representatives to discuss management and technical issues and devise procedures for rapid problem resolution. May serve as a task or project lead exercising leadership in either a technical role, training other engineers and implementing and enforcing established standards and technologies or in project coordination role leading tasks and assuming responsibility for the design, development, test and delivery of a system or application. Participates in all phases of storage engineering, including design, analysis and modeling at a highly technical level; analyzes complex computer system requirements to provide integration and implementation support. Develops site survey instruments to gather detailed user requirements and business process analysis. Conducts functional user interviews to document functional, network, and domain specific requirements. Formulates system concepts and architecture, specifies requirements and develops implementation approaches. Determines data requirements for internal processes and external interfaces.

Storage Engineer V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Implement, maintain, and engineer storage systems, software, and data integration solutions to business technical problems through the use of COTS hardware and software. Manage, Develop, and optimize the SAN/NAS infrastructure. Develop, maintain, and manage standard operating procedures and configurations of the SAN/NAS environments. Ensure thorough implementation of security procedures through physical measures, operating system, and industry security standards. May serve as a task or project lead exercising leadership in either a technical role, training other engineers and implementing and enforcing established standards and technologies or in project coordination role leading tasks and assuming responsibility for the design, development, test and delivery of a system or application. Participates in all phases of storage engineering, including design, analysis and modeling at a highly technical level; analyzes complex computer system requirements to provide integration and implementation support.

Systems Architect V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Establishes system information requirements in the development of enterprise wide or large scale information systems. Designs architectures to include the software, hardware and communications to support the total requirements as well as provide for present and future cross functional requirements and interfaces. Ensures these systems are compatible and in compliance with applicable standards and architectures. May serve as a task or project lead exercising leadership in either a technical role, training other engineers and implementing and enforcing established standards and technologies or in project coordination role leading tasks and assuming responsibility for the design, development, test and delivery of a system or application. Participates in all phases of storage engineering, including design, analysis and modeling at a highly technical level; analyzes complex computer system requirements to provide integration and implementation support.

Systems Engineer III

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 0 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Responsible for gathering system or sub system requirements and translate them into architectural solutions along with completing models and simulations, using manual or automated tools, to analyze or predict system performance under different operating conditions. This labor category evaluates, recommends, and implements automated test tools and strategies and writes, implements and reports status for system test cases for testing. Also develops, maintains, and upgrades automated test scripts and architectures for application products. This position also communicates with staff and clients to understand specific system requirements. At this level, this position takes direction from senior technical leadership and/or Project Manager. Relies on instructions and pre-established guidelines to perform the functions of the job and maintains current knowledge of engineering practices and technical solutions.

Systems Engineer IV

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Responsible for gathering system or sub system requirements and translate them into architectural solutions along with completing models and simulations, using manual or automated tools, to analyze or predict system performance under different operating conditions. This labor category evaluates, recommends, and implements automated test tools and strategies and writes, implements and reports status for system test cases for testing. Also develops, maintains, and upgrades automated test scripts and architectures for application products. This position also communicates with staff and clients to understand specific system requirements and establishes engineering estimates. At this level, this position takes direction from senior technical leadership and/or Project Manager. Relies on instructions and pre-established guidelines to perform the functions of the job and maintains current knowledge of engineering practices and technical solutions. This position also provides mentoring and direction to junior systems engineers and may design, plan and coordinate work teams on small to midsized projects.

Systems Engineer V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Responsible for gathering system or sub system requirements and translate them into architectural solutions along with completing models and simulations, using manual or automated tools, to analyze or predict system performance under different operating conditions. This labor category evaluates, recommends, and implements automated test tools and strategies and writes, implements and reports status for system test cases for testing. Also develops, maintains, and upgrades automated test scripts and architectures for application products. This position also communicates with staff and clients to understand specific system requirements and approves engineering estimates. At this level, this position takes direction from senior technical leadership and/or Project Manager, may lead and direct work of others on project and provides customer support on projects/programs to include presentations. This position also provides mentoring and direction to junior systems engineers and will design, plan and coordinate work teams on large and complex projects.

Unified Communications Architect IV

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Works with the customer to establish what types of features and functionality they are looking for in their environment. Assesses the scope with the customer to determine what hardware and software is needed to fulfil their needs. Creates documentation outlining the UC environment on both a high and low level to be used as a guide for implementation. Works with Vendors to ensure the utilization of best practices and optimal functionality to provide the best end result to the customer. Uses knowledge and past experience to resolve issues unique to the environment without reducing the quality of the final product. Creates documentation for knowledge transfer to increase the abilities of other employees.

Unified Communications Architect V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Works with the customer to establish what types of features and functionality they are looking for in their environment. Assesses the scope with the customer to determine what hardware and software is needed to fulfil their needs. Creates documentation outlining the UC environment on both a high and low level to be used as a guide for implementation. Works with Vendors to ensure the utilization of best practices and optimal functionality to provide the best end result to the customer. Brings a high level of experience and expertise to the customer to create configuration guides tailored to their needs for optimal functionality. Acts as a liaison between the engineers and C-level employees to keep them up to date and informed through the entire migration. Uses knowledge and past experience to resolve issues unique to the environment without reducing the quality of the final product. Creates documentation for knowledge transfer to increase the abilities of other employees.

Unified Communications Engineer IV

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Works with users to troubleshoot day-to-day issues such as voice quality, hardware issues, dropped calls, etc. Ability to follow configuration guides to implement and test new equipment. Has a good understanding of Layers 1 and 2 of the OSI model. Familiar with Unified Communications. Ability to run cable and familiar with cabling best practices. Ability to build out and import most components in a US environment. Experience testing and activating voice circuits

Unified Communications Engineer V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Point of escalation for all technical issues. Extensive knowledge of all aspects of Unified Communications. Proficiency with UC troubleshooting to aid in the isolation and resolution of issued. Experience seeking out Root Cause for chronic problems in the environment and providing workarounds and solutions. Ability to build out and import all components in a UC environment including hardware and software. Able to oversee others and provide direction and knowledge. Solid communication skills to break down information in a way all can understand. Creates documentation for all phases of implementation to provide organization and streamline processes. Interfaces with high level client employees to provide updates and relay information pertaining to the UC environment. Works with vendors for testing and implementation of updates, new equipment, and resolution of issues.

VDI Architect IV

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.

Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)

Functional Responsibility: Designs infrastructures including servers, storage, workstations, middleware, non-application software, networks, and the physical facilities that support the applications and business

processes required by the client. Included in the focus areas is the critical evaluation and selection of the software and hardware components of the infrastructure. Best practices in this role use various techniques including modeling, simulation, and testing to validate the designs and selected products. This position also provides mentoring and direction to junior systems engineers and will design, plan and coordinate work teams on small to midsized projects.

VDI Architect V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Designs infrastructures including servers, storage, workstations, middleware, non-application software, networks, and the physical facilities that support the applications and business processes required by the client. Included in the focus areas is the critical evaluation and selection of the software and hardware components of the infrastructure. Best practices in this role use various techniques including modeling, simulation, and testing to validate the designs and selected products. Are responsible for performance of lower VDI engineers, as well as performance, availability and scalability of the infrastructure. This position also provides mentoring and direction to junior systems engineers and will design, plan and coordinate work teams on large and complex projects.

VDI Engineer IV

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 2 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Responsible for designing the processes and technologies required to implement, support, organize, modify, and otherwise maintain the hospital's computer systems as they relate to end user devices (workstations and other endpoints). In collaboration with system and network administrators, this senior systems engineer will design, implement, and enforce standards through server centric tools to manage endpoints. He or she is responsible for standard delivery and maintenance of applications, configurations, and security policies (patches, anti-virus, and encryption) at the endpoint. He or she will continue to define and improve the enterprise endpoint reference architecture. The position is expected to manage endpoints in a hybrid environment consisting of thin clients with virtualized desktops, physical PC workstations with local and domain managed profiles, and end user BYOD mobility. This position also provides mentoring and direction to junior systems engineers and will design, plan and coordinate work teams on small to midsized projects.

VDI Engineer V

Minimum Education: PhD in Computer Science, Computer/Electrical Engineering, Physics or closely related field or equivalent experience. Possess the following certifications: IAT Level 3, IASAE Level 2 and CNDSP Infrastructure Support or Responder/Detector.
Minimum Experience: 4 years. Must be eligible to maintain access to Top Secret/Secret Compartmented Information (TS/SCI)
Functional Responsibility: Responsible for designing the processes and technologies required to implement, support, organize, modify, and otherwise maintain the hospital's computer systems as they relate to end user devices (workstations and other endpoints). In collaboration with system and network administrators, this senior systems engineer will design, implement, and enforce standards through server centric tools to manage endpoints. He or she is responsible for standard delivery and maintenance of applications, configurations, and security policies (patches, anti-virus, and encryption) at the endpoint. He or she will continue to define and improve the enterprise endpoint reference architecture. The position is expected to manage endpoints in a hybrid environment consisting of thin

clients with virtualized desktops, physical PC workstations with local and domain managed profiles, and end user BYOD mobility. This position also provides mentoring and direction to junior systems engineers and will design, plan and coordinate work teams on large and complex projects.

Equivalency Substitution Tables
Years of Experience
For Education
Table 1

LCAT Level	Education/Degree from a regionally accredited university	Years of Experience in addition to Education
Level II	Bachelor's Degree	2
	Master's Degree	0
Level III	Bachelor's Degree	4
	Master's Degree	2
	PhD	0
Level IV	Bachelor's Degree	6
	Master's Degree	4
	PhD	2
Level V	Bachelor's Degree	8
	Master's Degree	6
	PhD	4

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Awarded GSA Labor Categories

SINs	Awarded GSA Labor Categories	GSA Hourly Rate Year 1 (06/05/2017 - 06/04/2018)	GSA Hourly Rate Year 2 (06/05/2018 - 06/04/2019)	GSA Hourly Rate Year 3 (06/05/2019 - 06/04/2020)	GSA Hourly Rate Year 4 (06/05/2020 - 06/04/2021)	GSA Hourly Rate Year 5 (06/05/2021 - 06/04/2022)
132-45A, 132-45B, 132-45C, 132-45D	Cyber Security Analyst I	$54.91	$55.79	$56.68	$57.58	$58.51
132-45A, 132-45B, 132-45C, 132-45D	Cyber Security Analyst II	$104.79	$106.46	$108.17	$109.90	$111.65
132-45A, 132-45B, 132-45C, 132-45D	Cyber Security Analyst III	$135.77	$137.94	$140.15	$142.39	$144.67
132-45A, 132-45B, 132-45C, 132-45D	Cyber Security Analyst IV	$167.65	$170.33	$173.05	$175.82	$178.64
132-45A, 132-45B, 132-45C, 132-45D	Cyber Security Analyst V, Principal	$190.69	$193.74	$196.84	$199.99	$203.19
132-45A, 132-45B, 132-45C, 132-45D	Cyber Security Engineer I	$104.79	$106.46	$108.17	$109.90	$111.65
132-45A, 132-45B, 132-45C, 132-45D	Cyber Security Engineer II	$135.77	$137.94	$140.15	$142.39	$144.67
132-45A, 132-45B, 132-45C, 132-45D	Cyber Security Engineer III	$167.65	$170.33	$173.05	$175.82	$178.64
132-45A, 132-45B, 132-45C, 132-45D	Cyber Security Engineer IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-45A, 132-45B, 132-45C, 132-45D	Cyber Security Engineer V	$227.32	$230.96	$234.66	$238.41	$242.23
132-45A, 132-45B, 132-45C, 132-45D	Cyber Project Manager I	$104.79	$106.46	$108.17	$109.90	$111.65
132-45A, 132-45B, 132-45C, 132-45D	Cyber Project Manager II	$135.77	$137.94	$140.15	$142.39	$144.67
132-45A, 132-45B, 132-45C, 132-45D	Cyber Project Manager III	$167.65	$170.33	$173.05	$175.82	$178.64
132-45A, 132-45B, 132-45C, 132-45D	Cyber Project Manager IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-45A, 132-45B, 132-45C, 132-45D	Cyber Project Manager V	$227.32	$230.96	$234.66	$238.41	$242.23
132-45A, 132-45B, 132-45C, 132-45D	Cyber Program Manager I	$104.79	$106.46	$108.17	$109.90	$111.65
132-45A, 132-45B, 132-45C, 132-45D	Cyber Program Manager II	$135.77	$137.94	$140.15	$142.39	$144.67
132-45A, 132-45B, 132-45C, 132-45D	Cyber Program Manager III	$167.65	$170.33	$173.05	$175.82	$178.64
132-45A, 132-45B, 132-45C, 132-45D	Cyber Program Manager IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-45A, 132-45B, 132-45C, 132-45D	Cyber Program Manager V	$227.32	$230.96	$234.66	$238.41	$242.23
132-45A, 132-45B, 132-45C, 132-45D	Cyber Fusion Analyst I	$104.79	$106.46	$108.17	$109.90	$111.65
132-45A, 132-45B, 132-45C, 132-45D	Cyber Fusion Analyst II	$135.77	$137.94	$140.15	$142.39	$144.67
132-45A, 132-45B, 132-45C, 132-45D	Cyber Fusion Analyst III	$167.65	$170.33	$173.05	$175.82	$178.64
132-45A, 132-45B, 132-45C, 132-45D	Cyber Fusion Analyst IV	$190.69	$193.74	$196.84	$199.99	$203.19

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Awarded GSA Labor Categories

SINs	Awarded GSA Labor Categories	GSA Hourly Rate Year 1 (06/05/2017 - 06/04/2018)	GSA Hourly Rate Year 2 (06/05/2018 - 06/04/2019)	GSA Hourly Rate Year 3 (06/05/2019 - 06/04/2020)	GSA Hourly Rate Year 4 (06/05/2020 - 06/04/2021)	GSA Hourly Rate Year 5 (06/05/2021 - 06/04/2022)
132-45A, 132-45B, 132-45C, 132-45D	Cyber Fusion Analyst V	$227.32	$230.96	$234.66	$238.41	$242.23
132-45A, 132-45B, 132-45C, 132-45D	Cyber Malware Reverse Engineer I	$104.79	$106.46	$108.17	$109.90	$111.65
132-45A, 132-45B, 132-45C, 132-45D	Cyber Malware Reverse Engineer II	$135.77	$137.94	$140.15	$142.39	$144.67
132-45A, 132-45B, 132-45C, 132-45D	Cyber Malware Reverse Engineer III	$167.65	$170.33	$173.05	$175.82	$178.64
132-45A, 132-45B, 132-45C, 132-45D	Cyber Malware Reverse Engineer IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-45A, 132-45B, 132-45C, 132-45D	Cyber Malware Reverse Engineer V	$227.32	$230.96	$234.66	$238.41	$242.23
132-45A, 132-45B, 132-45C, 132-45D	Cyber Countermeasures Expert I	$104.79	$106.46	$108.17	$109.90	$111.65
132-45A, 132-45B, 132-45C, 132-45D	Cyber Countermeasures Expert II	$135.77	$137.94	$140.15	$142.39	$144.67
132-45A, 132-45B, 132-45C, 132-45D	Cyber Countermeasures Expert III	$167.65	$170.33	$173.05	$175.82	$178.64
132-45A, 132-45B, 132-45C, 132-45D	Cyber Countermeasures Expert IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-45A, 132-45B, 132-45C, 132-45D	Cyber Countermeasures Expert V	$227.32	$230.96	$234.66	$238.41	$242.23
132-45A, 132-45B, 132-45C, 132-45D	Penetration Tester I	$104.79	$106.46	$108.17	$109.90	$111.65
132-45A, 132-45B, 132-45C, 132-45D	Penetration Tester II	$135.77	$137.94	$140.15	$142.39	$144.67
132-45A, 132-45B, 132-45C, 132-45D	Penetration Tester III	$167.65	$170.33	$173.05	$175.82	$178.64
132-45A, 132-45B, 132-45C, 132-45D	Penetration Tester IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-45A, 132-45B, 132-45C, 132-45D	Penetration Tester V	$227.32	$230.96	$234.66	$238.41	$242.23
132-51	Database Architect IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-51	Database Architect V	$227.32	$230.96	$234.66	$238.41	$242.23
132-51	Database Engineer IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-51	Database Engineer V	$227.32	$230.96	$234.66	$238.41	$242.23
132-51	Desktop Engineer IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-51	Desktop Engineer V	$227.32	$230.96	$234.66	$238.41	$242.23
132-51	DevOps Architect IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-51	DevOps Architect V	$227.32	$230.96	$234.66	$238.41	$242.23

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SINs	Awarded GSA Labor Categories	GSA Hourly Rate Year 1 (06/05/2017 - 06/04/2018)	GSA Hourly Rate Year 2 (06/05/2018 - 06/04/2019)	GSA Hourly Rate Year 3 (06/05/2019 - 06/04/2020)	GSA Hourly Rate Year 4 (06/05/2020 - 06/04/2021)	GSA Hourly Rate Year 5 (06/05/2021 - 06/04/2022)
132-51	DevOps Engineer V	$227.32	$230.96	$234.66	$238.41	$242.23
132-51	IdAM Architect IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-51	IdAM Architect V	$227.32	$230.96	$234.66	$238.41	$242.23
132-51	IdAM Engineer IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-51	IdAM Engineer V	$227.32	$230.96	$234.66	$238.41	$242.23
132-51	Information Systems Security Engineer IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-51	Information Systems Security Engineer V	$227.32	$230.96	$234.66	$238.41	$242.23
132-51	Information Systems Security Manager IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-51	Information Systems Security Manager V	$227.32	$230.96	$234.66	$238.41	$242.23
132-51	Information Systems Security Officer IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-51	Information Systems Security Officer V	$227.32	$230.96	$234.66	$238.41	$242.23
132-51	Network Architect IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-51	Network Architect V	$227.32	$230.96	$234.66	$238.41	$242.23
132-51	Network Engineer IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-51	Network Engineer V	$227.32	$230.96	$234.66	$238.41	$242.23
132-51	Program Manager IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-51	Program Manager V	$227.32	$230.96	$234.66	$238.41	$242.23
132-51	Project Manager IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-51	Project Manager V	$227.32	$230.96	$234.66	$238.41	$242.23
132-51	Software Architect IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-51	Software Architect V	$227.32	$230.96	$234.66	$238.41	$242.23
132-51	Software Engineer I	$104.79	$106.46	$108.17	$109.90	$111.65
132-51	Software Engineer II	$135.77	$137.94	$140.15	$142.39	$144.67
132-51	Software Engineer III	$167.65	$170.33	$173.05	$175.82	$178.64

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Awarded GSA Labor Categories

SINs	Awarded GSA Labor Categories	GSA Hourly Rate Year 1 (06/05/2017 - 06/04/2018)	GSA Hourly Rate Year 2 (06/05/2018 - 06/04/2019)	GSA Hourly Rate Year 3 (06/05/2019 - 06/04/2020)	GSA Hourly Rate Year 4 (06/05/2020 - 06/04/2021)	GSA Hourly Rate Year 5 (06/05/2021 - 06/04/2022)
132-51	Software Engineer IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-51	Software Engineer V	$227.32	$230.96	$234.66	$238.41	$242.23
132-51	Storage Architect V	$227.32	$230.96	$234.66	$238.41	$242.23
132-51	Storage Engineer V	$227.32	$230.96	$234.66	$238.41	$242.23
132-51	Systems Architect V	$227.32	$230.96	$234.66	$238.41	$242.23
132-51	Systems Engineer III	$167.65	$170.33	$173.05	$175.82	$178.64
132-51	Systems Engineer IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-51	Systems Engineer V	$227.32	$230.96	$234.66	$238.41	$242.23
132-51	Unified Communications Architect IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-51	Unified Communications Architect V	$227.32	$230.96	$234.66	$238.41	$242.23
132-51	Unified Communications Engineer IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-51	Unified Communications Engineer V	$227.32	$230.96	$234.66	$238.41	$242.23
132-51	VDI Architect IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-51	VDI Architect V	$227.32	$230.96	$234.66	$238.41	$242.23
132-51	VDI Engineer IV	$190.69	$193.74	$196.84	$199.99	$203.19
132-51	VDI Engineer V	$227.32	$230.96	$234.66	$238.41	$242.23