

**GENERAL SERVICES ADMINISTRATION (GSA)**  
**Federal Acquisition Service**  
**Authorized Federal Supply Schedule FSS Price List**



**Multiple Award Schedule (MAS)**

**Federal Supply Group: Professional Services**  
**Contract Number: 47QTC A19D00AX**

Online access to contract ordering information, terms and conditions, pricing, and the option to create an electronic delivery order are available through GSA Advantage!®. The website for GSA Advantage!® is: <https://www.GSAAdvantage.gov>

**Contract Period: May 15, 2024 through May 14, 2029**

**Credence Management Solutions, LLC.**

1775 Tysons Blvd, Suite 800  
McLean, VA 22102

**Phone:** (703) 992-0093

**Fax:** (703) 991-9121

**Email:** [gsa-mas@credence-llc.com](mailto:gsa-mas@credence-llc.com)

**Website:** <http://www.credence-llc.com>

**Contractor's Administration Source:** John Stapleford, Contracts Director

**Phone:** (571) 395-8820

**Fax:** (703) 991-9121

**Email:** [contracts@credence-llc.com](mailto:contracts@credence-llc.com)

Business Size: Large

Pricelist current through Modification #PO-0018 dated May 15, 2024

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

Prices Shown Herein are Net (discount deducted)

### Customer Information

#### 1a. Table of Awarded Special Item Numbers (SINs)

SINs	Description	Cooperative Purchasing	Disaster Recovery
518210C	Cloud Computing and Cloud Related IT Professional Services	Yes	Yes
54151HACS	Highly Adaptive Cybersecurity Services (HACS)	Yes	Yes
54151S	Information Technology Professional Services	Yes	Yes
541219	Budget and Financial Management Services	No	Yes
541330ENG	Engineering Services	No	Yes
541380	Testing Laboratory	No	Yes
541420	Engineering System Design and Integration Services	No	Yes
541611	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services	No	Yes
541614SVC	Supply and Value Chain Management	No	Yes
541715	Engineering Research and Development and Strategic Planning	No	Yes
ANCILLARY	Ancillary Supplies and Services	Yes	Yes
OLM	Order Level Materials	Yes	Yes

**1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply. Please see labor hour pricing below.**

**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 labor category descriptions below.**

#### 2. Maximum Order

SINs	Maximum Order
518210C	\$500,000
54151HACS	\$500,000
54151S	\$500,000
541219	\$1,000,000
541330ENG	\$1,000,000
541380	\$250,000
541420	\$1,000,000
541611	\$1,000,000
541614SVC	\$1,000,000
541715	\$1,000,000
ANCILLARY	\$250,000
OLM	\$250,000

**3. Minimum Order:** \$100.00

**4. Geographic Coverage**

Domestic, within the 48 contiguous states, Alaska, Hawaii, Puerto Rico, Washington, DC, and U.S. territories.

**5. Point(s) of Production (City, County, and State or Foreign Country)**

N/A – Services only

**6. Discount from List Prices**

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

**7. Quantity Discounts**

None

**8. Prompt Payment Terms**

Net 30 Days

*Information for Ordering Offices:* Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

**9. Foreign Items**

None

**10a. Time of Delivery**

Specified on the Task Order

**10b. Expedited Delivery**

Items available for expedited delivery are noted in this price list or negotiated at the task order level.

**10c. Overnight and 2-day Delivery**

Overnight and 2-day delivery are available. Contact the Contractor for rates.

**10d. Urgent Requirements**

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

**11. FOB Point**

Destination

**12a. Ordering Address**

Same as contractor address

**12b. Ordering Procedures**

See Federal Acquisition Regulation (FAR) 8.405-3.

**13. Payment Address**

Same as contractor address

**14. Warranty Provision**

N/A – Services only

**15. Export Packing Charges**

Not Applicable

**16. Terms and Conditions of Rental, Maintenance, and Repair**

Not Applicable

**17. Terms and Conditions of Installation**

Not Applicable

**18a. Terms and Conditions of Repair Parts Indicating Date of Parts Price Lists and any Discounts from List Prices**

Not Applicable

**18b. Terms and Conditions for Any Other Services**

Not Applicable

**19. List of Service and Distribution Points**

Not Applicable

**20. List of Participating Dealers**

Not Applicable

**21. Preventive Maintenance**

Not Applicable

**22a. Special Attributes Such As Environmental Attributes**

Not Applicable

**22b. If applicable, indicate that Section 508 compliance information is available for the information and communications technology (ICT) products and services and show where full details can be found (e.g. contractor's website or other location.) ICT accessibility standards can be found at: <https://www.Section508.gov/>.**

Not Applicable

**23. Unique Entity Identifier (UEI) Number and CAGE Code**

UEI Number: FZNCSKF4X6D9

CAGE Code: 4WPK2

**24. Notification Regarding Registration in System for Award Management (SAM) Database**

Contractor has an Active Registration in the SAM database.

### GSA PRICES (W/IFF)

SIN	Labor Category	Year 6	Year 7	Year 8	Year 9	Year 10
		May 15, 2024 - May 14, 2025	May 15, 2025 - May 14, 2026	May 15, 2026 - May 14, 2027	May 15, 2027 - May 14, 2028	May 15, 2028 - May 14, 2029
<b>SIN 54151S: Information Technology (IT) Professional Services</b>						
54151S	Application Developer	\$155.61	\$159.50	\$163.49	\$167.58	\$171.77
54151S	Consultant, Principal	\$234.01	\$239.86	\$245.85	\$252.00	\$258.30
54151S	Consultant, Senior	\$136.24	\$139.65	\$143.14	\$146.72	\$150.39
54151S	Database Administrator	\$134.43	\$137.79	\$141.24	\$144.77	\$148.38
54151S	Information Assurance Specialist	\$184.87	\$189.49	\$194.23	\$199.08	\$204.06
54151S	IT Project Manager	\$161.86	\$165.91	\$170.07	\$174.32	\$178.68
54151S	Software Architect	\$157.58	\$161.52	\$165.56	\$169.70	\$173.94
54151S	Software Engineer	\$92.65	\$94.97	\$97.35	\$99.79	\$102.29
54151S	Solution Architect	\$173.15	\$177.48	\$181.91	\$186.46	\$191.12
54151S	Subject Matter Expert	\$175.79	\$180.18	\$184.69	\$189.30	\$194.04
54151S	Systems Analyst, Senior	\$125.99	\$129.15	\$132.37	\$135.68	\$139.07
54151S	Systems Engineer	\$117.87	\$120.82	\$123.84	\$126.93	\$130.11
54151S	Technical Lead	\$206.36	\$211.52	\$216.81	\$222.23	\$227.78
54151S	Technical Specialist	\$141.61	\$145.15	\$148.78	\$152.49	\$156.30
54151S	Technical Writer / Editor	\$76.72	\$78.63	\$80.59	\$82.61	\$84.68
54151S	Technologist, Principal	\$134.01	\$137.36	\$140.80	\$144.31	\$147.92
<b>SIN 54151HACS: Highly Adaptable Cybersecurity Services</b>						
54151HACS	HACS Cybersecurity Analyst	\$152.85	\$156.66	\$160.58	\$164.59	\$168.71
54151HACS	HACS Cybersecurity Architect	\$198.12	\$203.07	\$208.15	\$213.35	\$218.68
54151HACS	HACS Information Assurance Engineer	\$96.36	\$98.77	\$101.24	\$103.77	\$106.36
54151HACS	HACS Information Assurance Specialist	\$99.91	\$102.41	\$104.97	\$107.59	\$110.28
54151HACS	HACS Security Systems Engineer	\$144.87	\$148.48	\$152.19	\$156.00	\$159.90
<b>SIN 518210C: Cloud and Cloud-Related IT Professional Services</b>						
518210C	Cloud Application Developer	\$134.89	\$138.27	\$141.72	\$145.27	\$148.90
518210C	Cloud-as-a-Service SME	\$294.89	\$302.27	\$309.82	\$317.57	\$325.51
518210C	Cloud IT SME	\$180.21	\$184.72	\$189.33	\$194.07	\$198.92
518210C	Cloud Automation Tester	\$94.92	\$97.30	\$99.73	\$102.22	\$104.78
518210C	Cloud Automation Tester, Senior	\$109.90	\$112.65	\$115.48	\$118.37	\$121.33
518210C	Cloud Business Analyst	\$144.87	\$148.48	\$152.19	\$156.00	\$159.90
518210C	Cloud Data Specialist	\$164.88	\$169.00	\$173.22	\$177.55	\$181.99
518210C	Cloud DevOps Engineer	\$167.86	\$172.06	\$176.36	\$180.78	\$185.30
518210C	Cloud Enterprise Architect	\$179.86	\$184.35	\$188.96	\$193.68	\$198.53
518210C	Cloud Project Manager	\$164.87	\$168.99	\$173.21	\$177.54	\$181.98
518210C	Cloud Scrum Master	\$124.90	\$128.02	\$131.22	\$134.51	\$137.87
518210C	Cloud Security Specialist	\$152.85	\$156.66	\$160.58	\$164.59	\$168.71
518210C	Cloud Technical Specialist	\$149.87	\$153.62	\$157.46	\$161.40	\$165.43

SIN	Labor Category	Year 6	Year 7	Year 8	Year 9	Year 10
		May 15, 2024 - May 14, 2025	May 15, 2025 - May 14, 2026	May 15, 2026 - May 14, 2027	May 15, 2027 - May 14, 2028	May 15, 2028 - May 14, 2029
<b>SIN 541219: Budget and Financial Management Services, SIN 541330ENG: Engineering Services, SIN 541380: Testing Laboratory, SIN 541420: Engineering System Design and Integration Services, SIN 541611: Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services, SIN 541614SVC: Supply and Value Chain Management, SIN 541715: Engineering Research and Development and Strategic Planning</b>						
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Senior Subject Matter Expert	\$318.23	\$326.19	\$334.34	\$342.70	\$351.26
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Principal Business Process Consultant	\$291.72	\$299.01	\$306.49	\$314.15	\$321.99
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Management Consultant	\$269.19	\$275.92	\$282.82	\$289.89	\$297.14
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Program Manager	\$249.27	\$255.51	\$261.89	\$268.44	\$275.15
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Functional Subject Matter Expert	\$248.78	\$254.99	\$261.37	\$267.91	\$274.61
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Quality Systems Consultant	\$232.05	\$237.85	\$243.80	\$249.89	\$256.14
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Principal / Partner	\$219.36	\$224.84	\$230.46	\$236.22	\$242.13



SIN	Labor Category	Year 6	Year 7	Year 8	Year 9	Year 10
		May 15, 2024 - May 14, 2025	May 15, 2025 - May 14, 2026	May 15, 2026 - May 14, 2027	May 15, 2027 - May 14, 2028	May 15, 2028 - May 14, 2029
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Business Architect	\$212.23	\$217.54	\$222.98	\$228.55	\$234.27
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Financial / Business Consultant	\$207.01	\$212.19	\$217.50	\$222.94	\$228.51
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Project Manager	\$201.55	\$206.59	\$211.76	\$217.05	\$222.48
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Senior Analyst	\$189.09	\$193.81	\$198.66	\$203.63	\$208.72
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Manager	\$187.54	\$192.22	\$197.03	\$201.95	\$207.00
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Engineer Senior	\$171.82	\$176.11	\$180.51	\$185.03	\$189.65
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Business Analyst	\$165.73	\$169.87	\$174.13	\$178.48	\$182.94
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Financial / Business Systems Engineer	\$163.14	\$167.22	\$171.41	\$175.69	\$180.08



SIN	Labor Category	Year 6	Year 7	Year 8	Year 9	Year 10
		May 15, 2024 - May 14, 2025	May 15, 2025 - May 14, 2026	May 15, 2026 - May 14, 2027	May 15, 2027 - May 14, 2028	May 15, 2028 - May 14, 2029
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Senior Financial / Business Analyst	\$151.35	\$155.13	\$159.01	\$162.99	\$167.06
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Engineer Intermediate	\$150.07	\$153.81	\$157.66	\$161.60	\$165.64
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Logistician Senior	\$149.55	\$153.29	\$157.12	\$161.05	\$165.08
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Financial / Business Analyst	\$138.52	\$141.98	\$145.53	\$149.17	\$152.90
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Information Systems Auditor	\$108.36	\$111.07	\$113.85	\$116.71	\$119.63
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Engineer Junior	\$104.60	\$107.22	\$109.90	\$112.65	\$115.48
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Logistician Junior	\$101.27	\$103.80	\$106.40	\$109.06	\$111.79
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Administrative Support Specialist	\$93.89	\$96.24	\$98.65	\$101.12	\$103.65



SIN	Labor Category	Year 6	Year 7	Year 8	Year 9	Year 10
		May 15, 2024 - May 14, 2025	May 15, 2025 - May 14, 2026	May 15, 2026 - May 14, 2027	May 15, 2027 - May 14, 2028	May 15, 2028 - May 14, 2029
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Financial Data Analyst	\$87.45	\$89.63	\$91.87	\$94.17	\$96.52
541219, 541330ENG, 541380, 541420, 541611, 541614SVC, 541715	Financial / Business Support Specialist	\$81.71	\$83.76	\$85.85	\$88.00	\$90.20

SIN	Labor Category	Year 6	Year 7	Year 8	Year 9	Year 10
		May 15, 2024 - May 14, 2025	May 15, 2025 - May 14, 2026	May 15, 2026 - May 14, 2027	May 15, 2027 - May 14, 2028	May 15, 2028 - May 14, 2029
<b>SIN ANCILLARY: Ancillary Supplies and Services</b>						
ANCILLARY	Information Assurance Access Management Analyst*	\$104.61	\$107.23	\$109.91	\$112.66	\$115.49

### **SERVICE CONTRACT LABOR STANDARDS (SCLS)**

SLCS Eligible Labor Category	SLCS Equivalent Code Title	Wage Determination No
Information Assurance Access Management Analyst	14170 System Support Specialist	2015-4281 Rev 20 (DC/MD/VA)

The Service Contract Labor Standards (SCLS), formerly known as the Service Contract Act (SCA), is applicable to this contract as it applies to the entire Multiple Award Schedule (MAS) and all services provided. Labor categories and fixed price services marked with a (\*) in this pricelist are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS/SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide).

## LABOR CATEGORY DESCRIPTIONS

### SIN 54151S: Information Technology (IT) Professional Services

#### Application Developer

**Minimum/General Experience:** Possess a thorough knowledge of current technological environments and programming languages. Six (6) years of systems development and operational experience.

**Functional Responsibilities:** Provides analysis and design of business systems for business applications and enterprise systems and works closely with end users on product development and implementation. Directs the software engineering function of a project team in developing, releasing, and maintaining software applications/operating systems according to business needs. Applies in-depth knowledge of systems implementation to lead solution development, including requirements documentation, systems design and specification, incorporating organization and multi-tiered system application standards, technical reviews and analysis and subsequent improvements from test result reports. Directs the gathering of user requirements and translating them into automated business solutions. Specifies the system inputs, designs the processing steps and formats the output to meet the users' needs. Assess products and procedures for compliance with government standards, internal controls, and multi-tiered system application standards. Direct software developers to modify existing software and maintain integrity between systems and applications as maintain or enhance systems. Performs software testing, automation testing and quality assurance.

**Minimum Education:** Bachelor's Degree from an accredited college or university in Engineering, Computer Science, Information Technology, Business or other related technical or management discipline.

**Education/Experience Substitutions:** PhD/ Two (2) years; Master's Degree/ Four (4) years.

#### Consultant, Principal

**Minimum/General Experience:** Ten (10) years of experience in a consulting capacity to senior management within government agencies or commercial organizations on projects related to the functional area of expertise. Experienced in defining requirements for enterprise business systems and/large-scale systems. Strong verbal and written communication skills required.

**Functional Responsibilities:** Possess extensive knowledge in area of expertise for problem definition, analysis, requirements development, and implementation for complex to extremely complex systems in the subject matter area. Develops business requirements and business processes re-engineering methodologies. Solves application and process related problems by creating detail process and system design specifications; and works with other areas across the business units to support a total solution approach. Communicates business requirements for reports and applications development. Facilitates collaboration within and across business units and across IT functions. Resolves problems and improves business units' technical environments. Analyzes user needs to determine functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Creates and

---

delivers quality documents. Prepares and conducts stakeholder briefings in area of expertise, participates in required meetings, and related project support.

**Minimum Education:** Master's Degree from an accredited college or university in Engineering, Computer Science, Information Technology, Business, or other related scientific, technical or management discipline. Certification in a related field is desirable.

**Education/Experience Substitutions:** PhD/ Six (6) Years; Bachelor's degree/ Ten (10) years.

### **Consultant, Senior**

**Minimum/General Experience:** Six (6) years of relevant experience. Experience in architecting large scale automated systems, along with knowledge of operating systems, applicable structured programming languages, database software, and principle of information systems and engineering disciplines. Possess working knowledge of systems hardware, software, development tools, techniques, and concepts. Must be capable of managing the development of database projects.

**Functional Responsibilities:** Analyzes multifactorial functions, procedures, and problems to find creative, logical, and effective solutions. Formulates and defines specifications for complex operating software programming applications or modifies/maintains complex existing applications using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents those programs. Responsible for applications' overall operating system, such as file maintenance routines, telecommunications networks, computer accounting, and advanced mathematical/scientific software packages and implements recommended solutions. Evaluates workflows problems analytically and systematically and develops appropriate corrective action. Supports application developers in planning preparation, load analysis, and backup and recovery of data. Manages changes to development and production baselines for architecture, software, hardware, database, and documentation. Works with technical/functional analysts, and engineers to incorporate recommendations and requirements into new or existing systems. Evaluates new and existing software products. Manages change to development and production baselines for architecture, software, hardware, database, and documentation. Assists other systems programmers to effectively utilize the system's technical software.

**Minimum Education:** Bachelor's degree. Technical certification or an advanced degree in a related field is desirable.

**Education/Experience Substitutions:** PhD/ Two (2) years; Master's degree/ Four (4) years.

### **Database Administrator**

**Minimum/General Experience:** Four (4) years of database experience demonstrating a strong knowledge of relational databases and experience with database and metadata management, operational analysis and critical thinking for problem solving. Two years of database team management highly desirable. Ability to direct, coach and train subordinate staff and allocate assignments to meet customer and project needs.

**Functional Responsibilities:** Performs technical activities related to the administration and use of databases and database management systems (DBMS). Evaluates and recommends

available DBMS products to support validated user requirements. Defines file organization, indexing methods, and security procedures for specific user applications. Tests and assists in the implementation of changes or in the design of new databases. Monitors database usage and statistics. Provides daily supervision and direction to support staff. Assigns personnel to various projects and directs their activities. Reviews and evaluates work and prepares performance reports, data research and report generation activities. Confers with and advises subordinates on organization and data-related policies and procedures, technical problems, priorities, and methods. Consults with and advises users of various databases. Projects long-range requirements for database administration in conjunction with other managers in the information systems function as well as business function managers.

**Minimum Education:** Bachelor's Degree from an accredited college or university in Computer Science, Information Technology, or other related technical discipline. An advanced degree or industry certification is desirable.

**Education/Experience Substitutions:** PhD/ Zero (0) years; Master's degree/ Two (2) years; Associates degree/ Six (6) years; High School Diploma/ Eight (8) years.

### **Information Assurance Specialist**

**Minimum/General Experience:** Six (6) years of relevant experience.

**Functional Responsibilities:** Responsible for ensuring organizational policies are implemented on the project level for secure information systems. Analyzes and defines security requirements to meet Organizational requirements for Authority to Operate and Continuous Monitoring. Gather and organize policy, procedures and technical information to implement security best practices into the project lifecycle, from the initial phases. Perform complex risk analyses which also include risk assessment. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Supports customers at the highest levels in the development and implementation of doctrine and policies. Applies know-how to Government and commercial common user systems, as well as to dedicated special purpose systems requiring specialized security features and procedures. Performs analysis, design, and development of security features for system architectures. Direct, coach and train staff and provide daily supervision and direction to staff, as assigned.

**Minimum Education:** Bachelor's degree, or equivalent experience. Technical certification or an advanced degree in a related field is desirable.

**Education/Experience Substitutions:** PhD/ Two (2) years; Master's degree/ Four (4) years.

### **IT Project Manager**

**Minimum/General Experience:** Senior manager with six (6) years of experience in managing IT projects and/or tasks orders and groups of personnel at one or more locations. Prior experience in serving in a leadership capacity in projects within government agencies and/or commercial organizations required. Strong verbal and written communication skills required.

**Functional Responsibilities:** Responsible for the overall management of a specific project or task order. Provides project leadership and effective communications with stakeholders. Manages and controls schedules and cost to provide on time, within budget performance of all

aspects of the contract. Provides direction for ensuring compliance with all management policies, plans, and procedures and reviewing the quality of all work products. Prepares and presents status on project schedules, costs, deliverables, and risks. Provides recommendations for resolution of problems. Delivers presentations and leads client meetings. Performs project planning and scheduling and monitor variances taking corrective action as required. Provides earned value management (EVM) support. Executes project management activities, to include performance monitoring and measurement. Develops and delivers reporting and documentation associated with project/program objectives. Conducts stakeholder briefings, participates in required meetings, and related project support services. Supports program integration services. Organizes, directs, and coordinates the planning and production of all contract support activities, including those of subcontractors. Serves as the contractor's Contract Manager. Supports project close-out services.

**Minimum Education:** Bachelor's Degree from an accredited college or university in Management, Engineering, Computer Science, Information Technology, Business, or other related scientific, technical or management discipline. An advanced degree or certification in management, business administration, or related field and/or Project Management Professional Certification from the Project Management Institute is required.

**Education/Experience Substitutions:** PhD/ Two (2) years; Master's degree/ Four (4) years; Associate degree/ Eight (8) years; High School Diploma/ Ten (10) years.

### **Software Architect**

**Minimum/General Experience:** Expert knowledge of architecture frameworks and proven success in designing and developing new software products or major enhancements to existing software. Eight (8) years of experience in performing software architecture related experience. Strong verbal and written communication skills required and the ability to lead a multi-disciplinary project team.

**Functional Responsibilities:** Performs a high-level of technical expertise to develop an integrated view of the business, in the context of the enterprise, using available industry and agency standards, to design systems to support the total requirements as well as provide for present and future cross-functional requirements and interfaces. Provides expertise in the areas of software, hardware, and communications across a broad spectrum of businesses, systems, technologies and requirements to ensure that the common operating environment is compliant with the organization's enterprise architecture and applicable reference models. Evaluates analytically and systematically problems of workflows, organization, and planning and develop appropriate corrective action. Analyzes the activities of a business unit or line of business and makes recommendations pertaining to the projects that the business unit should perform. Provides daily supervision and direction to staff, as assigned. Advises senior management on trends and emerging technologies, and their impact on the organization's architectures and business strategies. Performs market and technology research to identify potential alternatives to address complex issues faced by an organization.

**Minimum Education:** Bachelor's Degree from an accredited college or university in Engineering, Computer Science, Information Technology, Business or other related technical or management discipline. Technical certification or an advanced degree in a related field is desirable.

---

**Education/Experience Substitutions:** PhD/ Four (4) years; Master's Degree/ Six (6) years.

### **Software Engineer**

**Minimum/General Experience:** One (1) year of relevant experience.

**Functional Responsibilities:** Analysis – Reviews documentation and analyzes business operations to elicit solution requirements. Elicits requirements through interviews and joint requirements planning sessions. Develops solution mock-ups and documents system features. Develops business process models including system context diagrams, sequence diagrams and business process modeling notation. Marshals documentation and information to provide detailed specifications of solution behavior. Programming - Works within specifications provided to meet programming assignment goals and objectives in a timely and accurate manner. Uses coding methods for specific programming language to enhance or initiate efficient program execution and performance. Codes, tests, debugs, documents, and installs modified and new programs. Enhances applications to improve performance and add functionality. Modifies existing software as well as creates special-purpose software to ensure efficiency and integrity between systems and applications. Maintains integrity of program logic and coding and establishes required checks and balances for operational controls. Monitors production programs for expected performance and responds to errors and emergency problems.

**Minimum Education:** Associate's Degree in a related discipline.

**Education/Experience Substitutions:** Bachelor's Degree/ Zero (0) years.

### **Solution Architect**

**Minimum/General Experience:** Four (4) years of experience in a consulting capacity to senior management within government agencies or commercial organizations on projects related to the functional area of expertise. Strong verbal and written communication skills required.

**Functional Responsibilities:** Contributes top-level technical expertise in business processes, and responsible for formulating systems scope and objectives relative to the organization's business plan and industry requirements. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation, and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Complies with all agency standards and requirements. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases. Devises and/or modifies procedures to solve the most complex technical problems related to computer equipment capacity and limitations, operating time, and form of desired results. Creates quality documents to include detailed specifications from which programs will be written. Participates in all technical and business reviews and quality assurance evaluations. Conducts stakeholder briefings, participates in required meetings, and related project support.

**Minimum Education:** Master's Degree from an accredited college or university in Engineering, Computer Science, Information Technology, Business, or other related scientific, technical or management discipline. Certification in a related field is desirable.



---

**Education/Experience Substitutions:** PhD/ Two (2) years; Bachelor's Degree/ Six (6) years.

### **Subject Matter Expert**

**Minimum/General Experience:** Senior expert with extensive, enterprise-wide knowledge and ten (10) years of experience in increasingly complex and varied enterprise technology environments demonstrating the ability to perform high-level functional systems analysis, design, integration, documentation, training. Prior experience in serving in a consulting capacity to management within government agencies and/or commercial organizations, providing advice on complex problems with strong verbal and written communication skills required for effective implementation.

**Functional Responsibilities:** Performs as an expert source of knowledge and expertise within a specialized functional or technical area. Provides high-level expert advice, advanced technical knowledge and analysis of highly specialized applications within its operational environment, in support of an organization's mission-oriented technical environment and business functions. Provides advice on strategic direction and supports the analysis and definition of current and/or future processes and systems, so that they align with the organization's necessary technical capabilities, core goals and strategic direction. Performs studies, analyses, scenarios, and reports relating to an organization's mission-oriented programs, initiatives and technology roadmap. Coordinates and manages the preparation of analysis, evaluations, and recommendations for technical implementation of programs and initiatives. Prepares reports and documentation associated with technology and business-related agency project/program objectives. Creates and delivers quality documents, presentations and delivers briefings to executive management. Prepares and conducts stakeholder briefings in area of expertise, participates in required meetings, and related project support.

**Minimum Education:** Master's Degree from an accredited college or university in Management, Engineering, Computer Science, Information Technology, Business or other related technical or management discipline. Certification in a related field is desirable.

**Education/Experience Substitutions:** PhD/ Eight (8) years; Bachelor's Degree/ Twelve (12) years.

### **Systems Analyst, Senior**

**Minimum/General Experience:** Senior analyst with eight (8) years of experience in developing and applying structured methodologies and processes in documenting business processes and translating into technical requirements to meet future business needs. Strong written, verbal and presentation communication skills required.

**Functional Responsibilities:** Provides expertise in business process and system analysis, design, improvement, and implementation efforts with translating business process needs into technical requirements. Documents business process flows, identifies functional requirements, defines information needs, prepares project documentation, develops performance requirements, and supports organizational planning activities. Possesses expert domain knowledge of functional areas. Leads and facilitates group discussions and briefings. Guides and advises less-experienced Business Systems Analysts. Provides expertise in change management Solution and training support. Conducts customized business training as needed to successfully perform/complete a technical project implementation. Contributes to

---

organizational and strategic planning for a wide variety of technical and functional environments with the highest level of understanding the business implications of the application of technology to the current and future business environment. Creates/delivers quality documents/presentations and conducts briefings.

**Minimum Education:** Bachelor's Degree from an accredited college or university in Management, Engineering, Computer Science, Information Technology, Business, or other related scientific, technical or management discipline. Certification in a related field is desirable.

**Education/Experience Substitutions:** PhD/ Four (4) years; Master's Degree/ Six (6) years.

### **Systems Engineer**

**Minimum/General Experience:** Four (4) years of relevant experience. Possess working knowledge of systems hardware, software, development tools, techniques, and concepts.

**Functional Responsibilities:** Works with specifications for operating software programming applications or modifies/maintains complex existing applications using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs and documents those programs. Ability to evaluate applications' operating systems, such as utility programs, position control language, macros, subroutines, and other control modules and implements recommended solutions. Evaluates workflow problems analytically and systematically and develops appropriate corrective action. Supports application developers in planning preparation, load analysis, and backup and recovery of data. Manages changes to development and production baselines for architecture, software, hardware, database, and documentation. Works with technical/functional analysts and engineers to incorporate recommendations and requirements into new or existing systems. Evaluates new and existing software products. Manages change to development and production baselines for architecture, software, hardware, database, and documentation. Assists systems programmers to effectively utilize the system's technical software.

**Minimum Education:** Bachelor's degree.

**Education/Experience Substitutions:** PhD/ Zero (0) years; Master's Degree/ Two (2) years.

### **Technical Lead**

**Minimum/General Experience:** Three (3) years of relevant experience. Experience in architecting automated systems, along with success in designing and developing new software products or major enhancements to existing software. Strong verbal and written communication skills required and the ability to lead technical teams.

**Functional Responsibilities:** Leads all phases of technical projects with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases. Leads, instructs, assigns, directs, and checks the work of other software developers on development and technical teams. Provides in-depth technical knowledge of state-of-the-art programming languages and emerging technologies. Designs software tools and subsystems to support software reuse. Serves as critical technical resource across multiple projects or teams. Assists in development of a plan describing the technical approach, organizational resources and management controls to be employed to meet the cost performance and schedule



requirements. Participates in quality control of technical products to include documentation and peer reviews. Provides customer interface at the task leader level. Confers with client and project manager on technical items, recommends and oversees implementation.

**Minimum Education:** Bachelor's degree. Technical certification or an advanced degree in a related field is desirable.

**Education/Experience Substitutions:** PhD/ Zero (0) years; Master's Degree/ One (1) year; Associates Degree/ Five (5) years; High School Diploma/ Seven (7) years.

### **Technical Specialist**

**Minimum/General Experience:** Four (4) years of relevant experience. Experience software development tools, techniques, and concepts. Demonstrated verbal and written communication skills to lead a technical team.

**Functional Responsibilities:** Leads and provides technical direction for all phases of software development projects with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases of new software or significant enhancements to existing software. Leads, instructs, assigns, directs, and checks the work of other software developers. Provide technical direction to development team using broad knowledge of software programming languages and architectural solutions. Has responsibility for team's completion of technical tasks in a timely fashion with desired quality. Works with technical staff to understand problems with software and develops specifications to resolve them. Supports schedule development, task identification and reporting as required. Responsible for task, resource and skill identification and estimates of effort.

**Minimum Education:** Bachelor's degree. Technical certification or an advanced degree in a related field is desirable.

**Education/Experience Substitutions:** Master's Degree/ Two (2) years; Associate's Degree/ Six (6) years; High School Diploma/ Eight (8) years.

### **Technical Writer / Editor**

**Minimum/General Experience:** Four (4) years of experience in technical writing and documentation experience pertaining to all aspects of IT projects.

**Functional Responsibilities:** Conducts environmental scans, interviews, and hands-on system use to develop user manuals, training materials, installation guides, proposals, and reports. Edits functional descriptions, system specifications, user manuals, special reports, or any other customer deliverables and documents. Translates technical information into clear, readable documents to be used by technical and non-technical personnel. Compiles reports and prepares agendas and background materials. Assists in performing project financial and administrative functions. Manages the preparation of management plans, reports, and presentations to customer program and executive management.

**Minimum Education:** Bachelor's degree from an accredited college or university in a related field.

---

**Education/Experience Substitutions:** PhD/ Zero (0) years; Master's Degree/ Two (2) years; Associates Degree/ Six (6) years; High School Diploma/ Eight (8) years.

### **Technologist, Principal**

**Minimum/General Experience:** Proven success in designing and developing new software products or major enhancements to existing software. Eight (8) years of experience. Strong verbal and written communication skills required and the ability to lead a multi-disciplinary project team.

**Functional Responsibilities:** Provides technical expertise working with unlimited end user groups to solve business problems with available technology including hardware, software, databases, and peripherals. Designs system architectures for enterprise-wide or large-scale information systems that include software, hardware, and communications to support business and technical requirements as well as provide for present and future cross-functional requirements and interfaces. Establishes system requirements using analysis of critical features for establishing performance models. Creates quality technical documents. Recommends technical solutions to meet requirements in an effective manner. Ensures compliance with agency standards. Provides briefings to senior management.

**Minimum Education:** Master's Degree from an accredited college or university in Engineering, Computer Science, Information Technology, or other related scientific or technical discipline. Certification in a related field is desirable.

**Education/Experience Substitutions:** PhD/ Six (6) years; Bachelor's Degree/ Ten (10) years.

## **SIN 54151HACS Highly Adaptive Cybersecurity Services**

### **HACS Cybersecurity Analyst**

**Minimum/General Experience:** Five (5) years of relevant experience.

**Functional Responsibilities:** Provide comprehensive expertise in defensive cyberspace operations, research and analysis, knowledgeable in all areas of Cyberspace Operations as it relates to defensive cyberspace operations and strong knowledge in emerging technologies such as unified communications, mobile, cloud, and virtualization technologies. Research advanced persistent threats and emerging cyber threats; Perform Indications & Warnings analysis; Develop and implement computer network defense tactics. Support vulnerability management, penetration testing and assessment technologies, and cybersecurity tools; Conduct vulnerability assessments. Coordinate incident response in the instance of a cybersecurity incident or breach; Identify and classify attacks, malware, signatures, and countermeasures.

**Minimum Education:** BA/BS in a technical discipline.

**Education/Experience Substitutions:** PhD/ One (1) year; Master's Degree/ Three (3) years.

### **HACS Cybersecurity Architect**

**Minimum/General Experience:** Eight (8) years of relevant experience.

**Functional Responsibilities:** Analyzes and defines software and security requirements including Multilevel Security (MLS) issues. Architects, designs, develops, engineers and implements solutions, controls and protections to meet security requirements. Responsible for the design and implementation of the security requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing cybersecurity architecture and programs. Performs risk analyses and risk assessment. Provides daily supervision and direction to development staff, solution architects and infrastructure teams. Provides technical support for secure software development and integration tasks, including reviewing work products for the correctness and adhering to the design concept and user standards. Knowledgeable of Security/Information Assurance (IA) products such as PKI, VPN, firewalls, and intrusion detection systems. Analyzes and recommends resolution of security/IA problems based on knowledge of the major IA products and services, an understanding of their limitations, and knowledge of the IA disciplines. Provides daily supervision and direction to staff. Knowledge may span network defense operations, incident response, offensive cyber operations, cyber hunt, penetration testing.

**Minimum Education:** BA/BS in a technical discipline.

**Education/Experience Substitutions:** PhD/ Four (4) years; Master's Degree/ Six (6) years.

### **HACS Information Assurance Engineer**

**Minimum/General Experience:** Three (3) years of relevant experience.

**Functional Responsibilities:** Examines potential security violations, incidents, malicious activity and attacks to determine if policy has been breached. Assesses the impact, and preserves artifacts related to cybersecurity incidents. Supports incident escalation and assesses probable damages, identifies damage control and remediation, and assists in developing courses of action. Recommends, schedules, and performs IA system repairs, systems administration, and maintenance. Diagnoses and resolves IA problems in response to reported incidents. Enhances rule sets to identify or block sources or potential sources of malicious traffic. Participates in IA risk assessments during the C&A process and provides architecture and design recommendations on security control inheritance and security control design options. Prepares, reviews, and evaluates documentation of compliance. Prepares recommendations for the DAA. Reviews IA and IA enabled software, hardware, and firmware for compliance with appropriate security configuration guidelines, policies, and procedures. Reviews AI security plans.

**Minimum Education:** BA/BS in a technical discipline.

**Education/Experience Substitutions:** Master's Degree/ One (1) year.

### **HACS Information Assurance Specialist**

**Minimum/General Experience:** Six (6) years of relevant experience.

**Functional Responsibilities:** Responsible for ensuring organizational policies are implemented on the project level for secure information systems. Analyzes and defines security requirements to meet Organizational requirements for Authority to Operate and Continuous Monitoring.

---

Gather and organize policy, procedures and technical information to implement security best practices into the project lifecycle, from the initial phases. Perform complex risk analyses which also include risk assessment. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Supports customers at the highest levels in the development and implementation of doctrine and policies. Applies know-how to Government and commercial common user systems, as well as to dedicated special purpose systems requiring specialized security features and procedures. Performs analysis, design, and development of security features for system architectures. Direct, coach and train staff and provide daily supervision and direction to staff, as assigned.

**Minimum Education:** Bachelor's degree in technical field.

**Education/Experience Substitutions:** PhD/ Two (2) years; Master's Degree/ Four (4) years.

### **HACS Security Systems Engineer**

**Minimum/General Experience:** Six (6) years of relevant experience.

**Functional Responsibilities:** Under specific direction, analyzes user needs and current security regulations and guidelines to determine IA functional requirements. Performs functional allocation to identify tasks that must be completed and interrelationships among those tasks. Identifies required resources. Analyzes and defines IA security requirements for MLS systems and non-MLS systems. Designs, develops, engineers, and implements solutions to MLS and non-MLS requirements. Gathers and organizes technical information about an organization's missions, goals, and requirements; existing security products; and ongoing IA programs. Conducts security testing (e.g., penetration testing, vulnerability scans) to ensure control perform as intended.

**Minimum Education:** BA/BS in a technical discipline.

**Education/Experience Substitutions:** PhD/ Two (2) years; Master's Degree/ Four (4) years.

## **SIN 518210C Cloud and Cloud-Related IT Professional Services**

### **Cloud Application Developer**

**Minimum/General Experience:** Possess a thorough knowledge of one current Cloud technological environment and experience with programming languages and application frameworks compatible with Cloud operations. Three (3) years of software and/or systems development experience and two (2) years of experience developing applications to operate in a computing cloud environment.

**Functional Responsibilities:** Provides analysis, design and development of business systems, business applications, and/or enterprise systems and works closely with end users on product development and implementation. Directs the software engineering function of a project team in developing, releasing, and maintaining software applications/operating systems according to business needs. Applies in-depth knowledge of systems implementation to lead solution development, including requirements documentation, systems design and specification, incorporating organization and multi-tiered system application standards, technical reviews and analysis and subsequent improvements from test result reports. Directs the gathering of user

---

requirements and translating them into automated business solutions for deployment to computing cloud environments. Specifies the system inputs, designs the processing steps and formats the output to meet the users' needs. Assesses products and procedures for compliance with government standards, internal controls, and multi-tiered system application standards. Directs software developers to modify existing software and maintain integrity between systems and applications to maintain or enhance systems. Performs software testing, automation testing and quality assurance.

**Minimum Education:** Bachelor's Degree from an accredited college or university in Engineering, Computer Science, Information Technology, Business or other related technical or management discipline.

**Education/Experience Substitutions:** PhD; Master's Degree/ One (1) year.

### **Cloud As-a-Service SME**

**Minimum/General Experience:** Senior expert with extensive technical knowledge and ten (10) years of experience in increasingly complex and varied Cloud technology environments with specific experience envisioning, implementing, and managing Infrastructure-as-a-Service (IaaS), Software-as-a-Service, or Platform-as-a-Service strategies. Requires strong verbal and written communication skills required for effectively communicating at multiple organizational levels spanning technical teams, financial teams, and executive teams.

**Functional Responsibilities:** Performs as an expert source of knowledge and provides expertise in IaaS, SaaS or PaaS. Leads the development of business models, implementation strategies, pricing models and implementation and management of these "as-a-Service" models. Provides advice on strategic direction, supports the analysis and definition of current and/or future processes and systems, well-versed in tactics to avoid downstream issues and brings knowledge and/or utilities that can automate or otherwise expedite roll-out and operations of Cloud "as-a-Service" business models. Aligns Cloud implementation efforts with the organization's necessary technical capabilities, core goals and strategic direction. Performs studies, analyses, pilot scenarios, and provides reports relating to an organization's Cloud adoption, migration and implementation initiatives and Cloud technology roadmap. Coordinates and manages the preparation of analysis, evaluations, and recommendations for technical implementation of business programs and Cloud initiatives. Prepares reports and documentation associated with Cloud technology and business-related agency project/program objectives. Creates and delivers quality documents, presentations and delivers briefings to executive management. Prepares and conducts stakeholder briefings in area of expertise, participates in required meetings, and related project support.

**Minimum Education:** Bachelor's Degree from an accredited college or university in Management, Engineering, Computer Science, Information Technology, Cybersecurity, Business or other related technical or management discipline. Certification in field of specialization is desirable.

**Education/Experience Substitutions:** PhD/ Six (6) years; Master's Degree/ Eight (8) ) years.

### **Cloud Automation Tester**

**Minimum/General Experience:** Three (3) years of relevant experience.

**Functional Responsibilities:** The Test Engineer shall be able to provide technical and engineering support for IT Test and Evaluation (T&E) activities for Cloud-based solutions to include but not be limited to: Documenting the review, test concept development, test methodology development, test plan development, test execution, test automation and test reporting, data reduction and analysis, and end-user operational testing. With some guidance and direction from managers and senior team members, will prepare test criteria, computation, analyses, specifications, test plans, and technical reports. Select and apply engineering techniques and procedures to analyze and evaluate specific problem, data, or other features of the work which are broad in scope and complexity. Review and evaluate the quantity, quality, and overall adequacy of test results and conclusions drawn from accomplishment of test engineering tasks. Devise new and innovative approaches to problems encountered, and accomplish assigned tasks with efficiency, timeliness, and thoroughness. Evaluate the configuration, capability, and operational relevance of test environments and ensure they are properly available for the thorough testing of software releases (e.g., fault insertion/fault identification).

**Minimum Education:** BA/BS in a technical discipline.

**Education/Experience Substitutions:** Master's Degree/ One (1) year.

### **Cloud Automation Tester, Senior**

**Minimum/General Experience:** Five (5) years of relevant experience.

**Functional Responsibilities:** The Test Engineer shall be able to provide technical and engineering support for IT Test and Evaluation (T&E) activities for Cloud-based solutions to include but not be limited to: Documenting the review, test concept development, test methodology development, test plan development, test execution, test automation and test reporting, data reduction and analysis, and end-user operational testing. Will be responsible for establishing maintaining and operating an automated test environment that can support a range of software testing including, security testing, Section 508 accessibility testing, smoke testing, regression testing, work load testing, stress testing. Can independently prepare test criteria, computation, analyses, specifications, test plans, and technical reports. Select and apply engineering techniques and procedures to analyze and evaluate specific problem, data, or other features of the work which are broad in scope and complexity. Review and evaluate the quantity, quality, and overall adequacy of test results and conclusions drawn from accomplishment of test engineering tasks. Devise new and innovative approaches to problems encountered, and accomplish assigned tasks with efficiency, timeliness, and thoroughness. Evaluate the configuration, capability, and operational relevance of test environments and ensure they are properly available for the thorough testing of software releases (e.g., fault insertion/fault identification).

**Minimum Education:** BA/BS in a technical discipline.

**Education/Experience Substitutions:** PhD/ One (1) year; Master's Degree/ Three (3) years.



---

## **Cloud Business Analyst**

**Minimum/General Experience:** Senior Cloud analyst with five (5) years of experience in developing and applying structured methodologies and processes in documenting business processes and models and translating them into technical requirements to meet future business needs. Supported two (2) projects resulting in successfully deploying a solution to a Cloud environment or supporting a system operating in a Cloud environment. Strong written, verbal and presentation communication skills required.

**Functional Responsibilities:** Provides expertise in business process and system analysis, design, improvement, and implementation efforts with translating business process needs into technical requirements to support Cloud implementations. Documents business process flows, identifies functional requirements, defines information needs, prepares project documentation, develops performance requirements, identifies risks related to Cloud deployment and operations and supports organizational planning activities. Possesses domain knowledge of functional areas. Leads and facilitates group discussions and briefings. Guides and advises less-experienced analysts. Provides expertise in change management, solution training, and operations support, reconciliation and workarounds. Conducts user acceptance testing and customized business training as needed to successfully perform/complete a technical project implementation. Contributes to organizational and strategic planning for a wide variety of technical and functional environments with the highest level of understanding the business implications of the application of technology to the current and future business environment. Creates/delivers quality documents/presentations and conducts briefings.

**Minimum Education:** Bachelor's Degree from an accredited college or university in Management, Engineering, Computer Science, Information Technology, Business, or other related scientific, technical or management discipline. Certification in a related field is desirable.

**Education/Experience Substitutions:** PhD/ Four (4) years; Master's Degree/ Eight (8) years; Associate Degree/ Twelve (12) years; High School Diploma/ Fourteen (14) years.

## **Cloud Data Specialist**

**Minimum/General Experience:** Four (4) years of experience in developing and applying Data Management best practices to deliver business and mission results. Strong written, verbal and presentation communication skills required. May be a generalist with broad-based experience across data management disciplines or may be a specialist with deep experience in one or more data management disciplines. Spans data management, data conversion, data backup/restore, relational data stores and their management, non-SQL data stores, data warehousing, operational data stores, data analytics, data visualization and other areas within data science.

**Functional Responsibilities:** Leads and provides technical direction for data management activities related to Cloud software development projects or Cloud operations support projects with emphasis on specific data management disciplines. Ability to lead all aspects of analysis and implementation within their area of data management specialization. Leads, instructs, assigns, directs, and checks the work of other team members. Provide technical direction and leadership to development team using broad/deep knowledge of data management technologies, products and architectural solutions supported by recent relevant experience. Works with technical staff to understand data management problems and to resolve them.

---

Understands Cloud native capabilities available and the risks and trade-offs between platform-as-a-service and installed and managed cloud software. Supports schedule development, task identification and reporting as required. Responsible for task, resource and skill identification and estimating level of effort. Accountable for tasks in their field of expertise.

**Minimum Education:** Bachelor's Degree from an accredited college or university in Management, Engineering, Computer Science, Information Technology, Business, or other related scientific, technical or management discipline. Certification in a related field is desirable.

**Education/Experience Substitutions:** PhD/ Zero (0) years; Master's Degree/ Two (2) years; Associates Degree/ Seven (7) years; High School Diploma/ Eight (8) years.

### **Cloud DevOps Engineer**

**Minimum/General Experience:** Three (3) years of experience in developing and applying DevSecOps best practices to establish continuous integration/continuous delivery environments in a computing cloud. Strong written, verbal and presentation communication skills required.

**Functional Responsibilities:** Identify, assess, install, configure, assist with accreditation, provision and maintain DevSecOps tools in AWS/Azure. Automate processes to enable greater speed and scale. Engineer automation solutions within DevSecOps. Implement continuous build, integration, deployment and infrastructure as code systems. Continually review and recommend improvement to operational process and procedures. Implement and manage standard tools and services for automated test for each environment. Design, develop and support cloud engineering change management processes. Facilitates the release of more reliable apps - faster and more frequently. Build and operate fast and scalable workflows to get applications into the cloud in a more secure and cost-effective manner. Deploy and configure daily builds and troubleshoot failed builds. Communicate with developers, information security professionals, and project managers to continually improve development and deployment capabilities. Design and build automation solutions for the environment for application source, deploy pipeline, and configuration management systems. Identify application development, build, and deployment activities that can be automated.

**Minimum Education:** Bachelor's Degree from an accredited college or university in Management, Engineering, Computer Science, Information Technology, Business, or other related scientific, technical or management discipline. Certification in a related field is desirable.

**Education/Experience Substitutions:** PhD; Master's Degree/ One (1) year.

### **Cloud Enterprise Architect**

**Minimum/General Experience:** Five (5) years of relevant solution, system and/or enterprise architecture experience.

**Functional Responsibilities:** Performs analysis, and designs, develops, and delivers cloud-based enterprise architecture models. Analyzes, evaluates, and facilitates the optimization of applications for the cloud approach. Operates and manages cloud environments. Architects a multi-cloud and hybrid cloud environments; cloud operations to be automated for scaling, elasticity and failover; cloud architecture to ensure cost optimization throughout operations. Recommends cloud services to meet application requirements and the right computer, storage,



and network needs to meet and support application requirements. Provides guidance and expertise on architecture for applications, cloud best practices, automation, DevOps, operations in the cloud, and designing, deploying, scaling, integrating, testing, and delivering of cloud-based solutions. Builds/updates cloud migration the strategies and detailed cloud migration approaches and roadmaps accounting for application cloud maturity. Develops solution architectures leveraging AWS and C2S cloud including storage, networking, computing, and security services using best practices and a thorough understanding of AWS technology offerings.

**Minimum Education:** BA/BS in a technical discipline.

**Education/Experience Substitutions:** PhD/ One (1) year; Master's Degree/ Three (3) years.

### **Cloud IT SME**

**Minimum/General Experience:** Senior expert with extensive technical knowledge and ten (10) years of experience in increasingly complex and varied Cloud technology environments demonstrating the ability to perform high-level functional systems analysis, design, integration, documentation, training. Prior experience in serving in a consulting capacity to management within government agencies and/or commercial organizations, providing advice on complex problems with strong verbal and written communication skills required for effective Cloud implementation. May be a specialist expert in a specific field or a generalist with broad-based experience and knowledge across the full Cloud implementation lifecycle.

**Functional Responsibilities:** Performs as an expert source of knowledge and provides expertise within a specialized functional or technical area. Provides high-level expert advice, advanced technical knowledge of Cloud development, migration and/or operations and able to strengthen analysis due to experience with similar or related Cloud application implementation efforts. Provides advice on strategic direction, supports the analysis and definition of current and/or future processes and systems, well-versed in tactics to avoid downstream issues and brings knowledge and/or utilities that can automate or otherwise expedite Cloud implementation activities. Aligns Cloud implementation efforts with the organization's necessary technical capabilities, core goals and strategic direction. Performs studies, analyses, pilots scenarios, and provides reports relating to an organization's Cloud adoption, migration and implementation initiatives and Cloud technology roadmap. Coordinates and manages the preparation of analysis, evaluations, and recommendations for technical implementation of business programs and Cloud initiatives. Prepares reports and documentation associated with Cloud technology and business-related agency project/program objectives. Creates and delivers quality documents, presentations and delivers briefings to executive management. Prepares and conducts stakeholder briefings in area of expertise, participates in required meetings, and related project support.

**Minimum Education:** Bachelor's Degree from an accredited college or university in Management, Engineering, Computer Science, Information Technology, Cybersecurity, Business or other related technical or management discipline. Certification in field of specialization is desirable.

**Education/Experience Substitutions:** PhD/ Six (6) years; Master's Degree/ Eight (8) years.

---

## **Cloud Project Manager**

**Minimum/General Experience:** Senior manager with six (6) years of experience in managing IT projects and two (2) demonstrable successes managing efforts to adopt Cloud computing platforms, migrate solutions to the Cloud or deploy solutions to the Cloud. Experience managing tasks orders or contracts and personnel at one or more locations. Prior experience in serving in a leadership capacity in projects within government agencies and/or commercial organizations required. Strong verbal and written communication skills required.

**Functional Responsibilities:** Responsible for the overall management of a specific Cloud project or task order. Provides project leadership and effective communications with stakeholders. Manages and controls schedules and cost to provide on time, within budget performance of all aspects of the contract. Provides direction for ensuring compliance with all management policies, plans, and procedures and reviewing the quality of all work products. Prepares and presents status on project schedules, costs, deliverables, and risks. Provides recommendations for resolution of problems. Delivers presentations and leads client meetings. Performs project planning and scheduling and monitors variances taking corrective action as required. Provides earned value management (EVM) support when required. Executes project management activities, to include performance monitoring and measurement, staffing, and planning and tracking progress. Develops and delivers reporting and documentation associated with project/program objectives. Conducts stakeholder briefings, participates in required meetings, and related project support services. Supports program integration services. Organizes, directs, and coordinates the planning and production of all contract support activities, including those of subcontractors. Typically serves as the contractor's Contract Manager or Task Order Manager. Supports project transition-in and close-out services.

**Minimum Education:** Bachelor's Degree from an accredited college or university in Management, Engineering, Computer Science, Information Technology, Business, or other related scientific, technical or management discipline. An advanced degree or certification in management, business administration, or related field and/or Project Management Professional Certification from the Project Management Institute is required.

**Education/Experience Substitutions:** PhD/ Two (2) years; Master's Degree/ Four (4) years; Associates Degree/ Eight (8) years; High School Diploma/ Ten (10) years.

## **Cloud Scrum Master**

**Minimum/General Experience:** Three (3) years of relevant experience.

**Functional Responsibilities:** The scrum master is responsible for introducing, governing, maintaining, and coaching team members and stakeholder in the scrum process and running daily scrum activities for multiple concurrent scrum teams. The scrum master will drive continuous process improvement, engage stakeholders and relevant support teams to remove barriers and facilitate effective coordination and planning. The scrum master will be familiar with challenges typically encountered during development and testing Cloud applications and will be able to draw upon recent experience to recommend tactics to continue development during periods of poor connectivity. The scrum master will work closely with the PM to manage stakeholder expectations and coordinate customer communication strategies and will communicate staff performance concerns to the PM. He/she will provide metrics and reports to track project performance, progress, velocity, burn-up or burn-down as agreed upon with PM

---

and customer for periodic reporting (e.g., weekly, monthly, quarterly). The scrum master must be facile at managing, configuring and tailoring scrum management tools to suit the contract and project needs.

**Minimum Education:** Bachelor's Degree, or equivalent experience.

**Education/Experience Substitutions:** Master's Degree/ One (1) year; Associates Degree/ Five (5) years; High School Diploma/ Seven (7) years.

### **Cloud Security Specialist**

**Minimum/General Experience:** Three (3) years of relevant cybersecurity experience and experience across two (2) initiatives to deploy solutions to the Cloud or operating in a Cloud environment.

**Functional Responsibilities:** Responsible for ensuring organizational policies are implemented on the project level for secure cloud-based information systems. Analyzes and defines security requirements to meet Organizational requirements for Authority to Operate and Continuous Monitoring in the Cloud. Gather and organize policy, procedures and technical information to implement security best practices for the Cloud into the project lifecycle, from the initial phases. Perform complex risk analyses which also include risk assessment. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Supports customers at the highest levels in the development and implementation of doctrine and policies. Applies know-how to Government and commercial common user systems, as well as to dedicated special purpose systems requiring specialized security features and procedures to suit the Cloud. Performs analysis, design, and development of security features for system architectures. Direct, coach and train staff and provide daily supervision and direction to staff, as assigned.

**Minimum Education:** Bachelor's Degree, or equivalent experience. Technical certification or an advanced degree in a related field is desirable.

**Education/Experience Substitutions:** PhD; Master's Degree/ One (1) year; Associates Degree/ Five (5) years; High School Diploma/ Seven (7) years.

### **Cloud Technical Specialist**

**Minimum/General Experience:** Three (3) years of relevant Cloud experience. Experienced with Cloud development or Cloud operations and associated Cloud platforms, concepts, and tools. Specializes in one or more aspects of development, operations, specific products, or specific Cloud environments. Demonstrated verbal and written communication skills to lead a technical team.

**Functional Responsibilities:** Leads and provides technical direction for specific phases of Cloud software development projects or Cloud operations support projects with emphasis on specific lifecycle phases and activities: planning, analysis, testing, integration, documentation. Ability to lead all aspects of analysis and implementation within their area of technical specialization. Leads, instructs, assigns, directs, and checks the work of other team members. Provide technical direction and leadership to development team using broad knowledge of software programming languages and architectural solutions and recent relevant experience.

Works with technical staff to understand problems with software and develops specifications to resolve them. Supports schedule development, task identification and reporting as required. Responsible for task, resource and skill identification and estimating level of effort. Accountable for tasks in their field of expertise.

**Minimum Education:** Bachelor's degree.

**Education/Experience Substitutions:** Master's Degree/ One (1) year; Associates degree/ Five (5) years; High School Diploma/ Seven (7) years.

**SIN 541219: Budget and Financial Management Services, SIN 541330ENG: Engineering Services, SIN 541380: Testing Laboratory, SIN 541420: Engineering System Design and Integration Services, SIN 541611: Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services, SIN 541614SVC: Supply and Value Chain Management, SIN 541715: Engineering Research and Development and Strategic Planning**

### **Senior Subject Matter Expert**

**Minimum/General Experience:** Senior expert with extensive, enterprise-wide knowledge and eighteen (18) years of experience in one or more designated functional and/or domain areas. Recognized in the professional community as an expert in the area of expertise. Prior experience in serving in a consulting capacity to senior management within government agencies and/or commercial organizations, along with strong verbal and written communication skills required.

**Functional Responsibilities:** Performs as an expert source of knowledge and expertise withing a specialized functional or technical area. Provides expert advice, assistance, guidance or counseling in support of an agency's mission-oriented business functions. Provides advice on strategic direction and supports the analysis and definition of current and/or future organizational structure, processes, systems, and personnel, so that they align with the organization's core goals and strategic direction. Performs studies, analyses, scenarios, and reports relating to an agency's mission-oriented business programs and initiatives. Coordinates and manages the preparation of analysis, evaluations, and recommendations for proper implementation of programs and initiatives. Ability to prepare and deliver quality documents, presentations and briefings to executive management. Prepares reports and documentation associated with domain related agency project/program objectives. Prepares and conducts stakeholder briefings in area of expertise, participates in required meetings, and related project support. Conducts customized business training as needed to successfully perform or complete a consulting engagement. Ability to analyze and research complex problems; proposes unique solutions or alternatives and provides expert advice.

**Minimum Education:** Master's Degree from an accredited college or university in Management, Engineering, Computer Science, Information Technology, Business or other related technical or management discipline. Certification in a related field is desirable.

**Education/Experience Substitutions:** PhD/ Sixteen (16) years; Bachelor's Degree/ Twenty (20) years.

---

## **Principal Business Process Consultant**

**Minimum/General Experience:** Senior consultant with extensive, enterprise-wide knowledge and ten (10) years of experience in one or more designated business and/or functional areas. Recognized in the professional community as an expert in the area of expertise. Prior experience in serving in a consulting capacity to senior management within government agencies and/or commercial organizations required. Strong verbal and written communication skills, with strong organizational change management experience required.

**Functional Responsibilities:** Senior consultant with extensive knowledge in business process analysis and/or a designated field or discipline. Facilitates implementation of business processes re-engineering methodologies. Serves as the principal business or technical advisor for large, complex projects, and provides expertise in the areas of business process reengineering, process and productivity improvement, organizational assessment and evaluation, process modeling and simulation, strategic and business planning, change management, organizational development, management consulting, and cross-team facilitation. May contribute to the evaluation, analysis, and recommendations of business solutions based on enterprise system products. Works across organizational units within the organization to develop a total business solution. Facilitates collaboration within and across business units to refine and resolve divergent views. Analyzes operational activities to obtain a quantitative, rational basis for recommended decision making and resource allocation. Communicates business requirements to stakeholders. Experienced in defining requirements for enterprise business systems and/or Enterprise Resource Planning (ERP) systems. Develops reports and makes presentations to senior leadership and client representatives.

Performs business process implementation audits, and evaluations. Perform studies, analyses, scenarios, and reports relating to an agency's mission-oriented business programs or initiatives. Provides executive/management coaching services related to organizational business processes. Conducts customized business training as needed to successfully perform/complete a consulting engagement.

**Minimum Education:** Master's Degree from an accredited college or university in Management, Engineering, Computer Science, Information Technology, Business or other related technical or management discipline. Certification in a related field is desirable.

**Education/Experience Substitutions:** Bachelor's Degree/ Twelve (12) years.

## **Management Consultant**

**Minimum/General Experience:** Senior consultant with twelve (12) years of experience in providing expert, management services in one or more designated management domain areas. Prior experience in serving in a consulting capacity to senior management within government agencies and/or commercial organizations required. Strong verbal and written communication skills, with strong organizational change management experience required.

**Functional Responsibilities:** Provides expertise related to planning, defining, and managing of program objectives, developing strategic recommendations, and ensuring communications with stakeholders. Provides consulting on organizational and program management and strategy. May provide organizational development and change management leadership and guidance, including strategic communication planning and interacting with client leadership to formulate



plans to overcome resistance to organizational change. May assist with program planning and conduct audits, and evaluations. May conduct client interviews, develop agendas, and facilitate group meetings to help the client define the problem, map an approach, and achieve meeting objectives. Enables focused decision making by facilitating group briefings and discussions. Provides policy and regulation development assistance to the organization. Develops training courses, to include preparing instructor (course outline, background material, and training aids), and student materials (manuals, workbooks, and handouts), and conduct classroom courses, workshops, and seminars. Provides executive and management coaching services.

**Minimum Education:** Bachelor's Degree from an accredited college or university in Engineering, Computer Science, Information Technology, Psychology, Business, or other related scientific, technical or management discipline. An advanced degree or certification in management, business administration, or related field and/or Project Management Professional Certification from the Project Management Institute is desirable.

**Education/Experience Substitutions:** Master's Degree/ Ten (10) years.

### Program Manager

**Minimum/General Experience:** Senior manager with fifteen (15) years of experience in managing programs and contract operations often involving multiple projects and/or task-orders and groups of personnel at multiple locations. Strong verbal and written communication skills required.

**Functional Responsibilities:** Responsible for managing multiple contract operations, ensuring quality standards and work performance on all task orders and projects, overseeing work efforts and personnel resources, providing risk management, and monitoring overall project and contract performance. Serves as the contractor's authorized interface with the government contracting and management personnel, and customer agency representatives. Manages relationships with senior level management within the client organization and provides status for the overall program. Provides project leadership and formal and informal communications with stakeholders. Performs and monitors project planning and scheduling. Advises and provides training on implementation of earned value management (EVM) on the program. Executes project management duties including performance monitoring and measurement. Develops reporting and documentation associated with project/program objectives. Conducts stakeholder briefings, participates in required meetings, and provides related project support services. Supports program integration and project close-out services.

**Minimum Education:** Bachelor's Degree from an accredited college or university in Management, Engineering, Computer Science, Information Technology, Business, or other related scientific, technical or management discipline. An advanced degree or certification in management, business administration, or related field and/or Project Management Professional Certification from the Project Management Institute is required.

**Education/Experience Substitutions:** Master's Degree/ Thirteen (13) years.

### Functional Subject Matter Expert

**Functional Responsibilities:** Provides technical, managerial, and administrative direction for problem definition, analysis, requirements development, and implementation for complex to

extremely complex financial and/or business issues. Makes recommendations and advises on organization-wide improvements, optimization, or maintenance efforts in integrated management systems. Provides assistance, consultation, and independent evaluation of business activities. Experience conducting expert analysis. Provides hands-on technical and functional expertise as it relates to projects. Demonstrates in-depth functional or technical expertise and a thorough understanding relevant best practices and industry accepted methodologies. Provides clear guidance to project team through excellent verbal and written communication skills. Serves in an advisory capacity, providing members of the project team and the client organization with significant industry knowledge.

**Specialized Experience:** Experience in specialized field related to financial, accounting, or business management.

**Minimum Years of Experience:** Twelve (12) years of experience in the field of financial management, accounting, cost estimating, business process improvement, accounting systems, information technology applications, economics, or statistics.

**Minimum Educational/Degree Requirements, and Training or Certification Requirements:** High School Diploma.

**Education/Experience Substitutions:** Master's Degree/ Six (6) years; Bachelor's Degree/ Eight (8) years.

### **Quality Systems Consultant**

**Minimum/General Experience:** Ten (10) years of experience with quality frameworks and methodologies. Must have good knowledge of quality management, process engineering and standards. Strong verbal and written communication skills required.

**Functional Responsibilities:** Advises executive and senior management on the application of quality principles and requirements to organizational performance. Defines organizational infrastructure that complies with concepts from industry standard quality frameworks. Defines, establishes and maintains processes for evaluating service and product performance. Develops quality assurance, control and surveillance plans. Defines operational and support processes and templates and standards for organizational artifacts and program deliverables. Performs performance monitoring and measurement as part of program assessment. Supports organizational continuous improvement programs through analysis, monitoring and reporting on corrective and preventive actions. Conducts formal and informal reviews at predetermined points throughout the life cycle. Supports management's use of standard methodologies, techniques, and metrics. Provides strategies to ensure continuous delivery of services and production of deliverables consistent with established industry standards, government regulations, and customer requirements. Enables organizational improvement planning and focused decision making by facilitating group briefings and discussions.

**Minimum Education:** Certification in quality management and Master's Degree from an accredited college or university in Quality Management, Engineering, Computer Science, Information Technology, Business, or other related scientific, technical, or management discipline. Certification in a related field and/or Project Management Professional (PMP) is required.

---

**Education/Experience Substitutions:** Bachelor's Degree/ Twelve (12) years.

### **Principal / Partner**

**Functional Responsibilities:** Responsible for managing client relationship, quality control, supervision of team, and resolution of significant issues. Also responsible for the overall contract management and will provide the technical and managerial skills to ensure that all products and deliverables meet the client's requirement and deadlines. Organizes, directs, and coordinates the planning and production of all contract support activities. Establishes and alters (as necessary) corporate management structure to direct effective contract support activities. Crafts and enforces quality control programs. Oversees multiple financial management and/or business services and related projects.

**Specialized Experience:** Experience in program management, financial management, acquisition management, cost estimating, procurement strategic planning and execution, or business management. Must be capable of leading projects that involve the successful management of multi-functional teams. Specialized experience includes project development, expertise in management and control of funds and resources, and demonstrated capability in managing multiple tasks.

**Minimum Years of Experience:** Twelve (12) years of management, business, accounting, or financial experience, including seven (7) years of increasing responsibilities in assignment supervision and management.

**Minimum Educational/Degree Requirements, and Training or Certification Requirements:** Bachelor's Degree from an accredited college or university in Engineering, Computer Science, Information Technology, Business or other related technical or management discipline.

**Education/Experience Substitutions:** Master's Degree/ Ten (10) years.

### **Business Architect**

**Minimum/General Experience:** Senior architect with twelve (12) years of experience in performing business architecture related experience, and expert knowledge of organizational design concepts and techniques, different architecture frameworks, and in the design and development of a variety of infrastructure programs and systems. Strong verbal and written communication skills required.

**Functional Responsibilities:** The Business Architect works to develop an integrated view of the business unit, in the context of the enterprise, using a repeatable approach, cohesive framework, and available industry standard techniques. Provides expertise in the areas of business enterprise architecture and business processes across a broad spectrum of businesses, systems, applications, and requirements. Analyzes the activities of a business unit or line of business and makes recommendations pertaining to the projects that the business unit should perform. Conducts studies, analyses, scenarios, and reports relating to an agency's mission-oriented business programs or initiatives. Focus is on governance structure, business processes, and the structure of business information. Analyzes the alignment (or lack thereof) between strategic goals and key business decisions regarding products and services; partners and suppliers; organization; capabilities; and key business and IT initiatives. Performs analysis of business motivations and business operations, through the use of business analysis



---

frameworks and related networks that link these aspects of the enterprise together. Advises senior management on trends and emerging technologies, and their impact on the organization's architectures and business strategies. May provide policy and regulation development assistance. Performs market and technology research to identify potential alternatives to address complex issues faced by an organization. Provides executive and management coaching services on organizational issues.

**Minimum Education:** Bachelor's Degree from an accredited college or university in Engineering, Computer Science, Information Technology, Business or other related technical or management discipline. An advanced degree or certification in a related field is desirable.

**Education/Experience Substitutions:** Master's Degree/ Ten (10) years.

### **Financial / Business Consultant**

**Functional Responsibilities:** Defines the problems and analyzes and develops plans and requirements in the subject matter area for complex financial and/or business processes and systems. Coordinates and manages the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems specifications in integrated financial management environment. Performs business and/or financial management tasks for government organizations. Performs financial management activities including audits, financial analysis, and preparation of reconciliations, vouching transactions, and verifying account balances. Consults with Team Leads on strategic analysis, cost, and economic analysis. Typically manages junior analysts. Conducts analysis of appropriate consulting tools to satisfy program requirements and creates project deliverables. Holds specific expertise in financial modeling, financial statement analysis, or budgeting and accounting. Supports project by completing project-specific tasks that require experience in performing financial analysis. Formulates advanced diagnoses through financial or statistical modeling; assesses appropriate alternatives.

**Specialized Experience:**

Experience in new and related legacy technology directly related to financial and/or business systems.

**Minimum Years of Experience:**

Seven (7) years of experience in the field of financial management, accounting, cost estimating, business process improvement, accounting systems, or information technology applications, economics, or statistics.

**Minimum Educational/Degree Requirements, and Training or Certification Requirements:**

Bachelor's Degree from an accredited college or university in Engineering, Computer Science, Information Technology, Business or other related technical or management discipline. Specialized field certification includes SCEA, CGFM, CPA, CISA, or equivalent preferred.

**Education/Experience Substitutions:** Master's Degree/ Five (5) years.

### **Project Manager**

**Minimum/General Experience:** Senior manager with twelve (12) years of experience in managing projects and/or tasks- orders and groups of personnel at one or more locations. Prior

---

experience in serving in a leadership capacity in projects within government agencies and/or commercial organizations required. Strong verbal and written communication skills required.

**Functional Responsibilities:** Responsible for the overall management of a specific project or task order. Provides project leadership and effective communications with stakeholders. Manages and controls schedules and cost to provide on time, within budget performance of all aspects of the contract. Provides direction for ensuring compliance with all management policies, plans, and procedures and reviewing the quality of all work products. Organizes, directs, and coordinates the planning and production of all contract support activities, including those of subcontractors.

Prepares and presents status on project schedules, costs, deliverables, and risks. Provides recommendations for resolution of problems. Delivers presentations and leads client meetings. Performs project planning and scheduling and monitor variances taking corrective action as required. Provides earned value management (EVM) support. Executes project management activities, to include performance monitoring and measurement. Develops and delivers reporting and documentation associated with project/program objectives. Conducts stakeholder briefings, participates in required meetings, and related project support services. Supports program integration services. Supports project close-out services.

**Minimum Education:** Bachelor's Degree from an accredited college or university in Management, Engineering, Computer Science, Information Technology, Business, or other related scientific, technical or management discipline. An advanced degree or certification in management, business administration, or related field and/or Project Management Professional **Certification from the Project Management Institute is required.**

**Education/Experience Substitutions:** Master's Degree/ Ten (10) years.

### Senior Analyst

**Minimum/General Experience:** Senior analyst with eight (8) years of experience in developing and applying structured methodologies and processes in the assessment of organizational health, and the analysis and design of organizational initiatives. Strong verbal and written communication skills required.

**Functional Responsibilities:** Provides functional and technical expertise in recommending solutions for complex enterprise business problems. Defines information needs, develops business and data architectures, and provides input for technical architectures in the form of business requirements. Documents business process flows, identifies functional requirements, prepares project documentation, develops performance requirements, and supports organizational planning activities. Possesses expert domain knowledge of functional areas. May apply industry best practices to develop recommendations for vendor selection, implementation strategy, and cost benefit analysis. Conduct program planning, audits, and evaluations. Conducts studies, analyses, scenarios, and reports relating to an agency's mission-oriented business programs or initiatives, such as defense studies, tabletop exercises or scenario simulations, educational studies, regulatory or policy studies, health care studies, economic studies, and preparedness studies. May lead or facilitate group discussions and briefings. Conducts customized business training as needed to successfully perform/complete a consulting engagement. Provides policy and regulation development assistance.

---

**Minimum Education:** Bachelor's Degree from an accredited college or university in Management, Engineering, Computer Science, Information Technology, Psychology, Business, or other related scientific, technical or management discipline. Certification in a related field is desirable.

**Education/Experience Substitutions:** Master's Degree/ Six (6) years.

### Manager

**Functional Responsibilities:** Serves as a leader ensuring that a group of financial management professionals are working in concert with automated complex business practices within the timeframe specified by the customer and that all of the requirements are met. Must be able to assess products and procedures for compliance with government standards, accounting principles, and multi-tiered system application standards. Must be able to grasp interrelationships between financial management requirements and automated business solutions, considering the current system environment and the potential integration of added systems concurrently or later. Prepares all milestone documentation and presentations for senior managers, colleagues, and subordinates. Can present material before oversight authority for the client and/or prepare program managers for briefings and presentations. Is familiar with activity-based costing, business case analysis, and contract management.

**Specialized Experience:**

Experience in new and related legacy technology directly related to financial and/or business systems.

**Minimum Years of Experience:**

Seven (7) years of financial management experience, including three (3) years of increasing responsibilities, including supervisory duties.

**Minimum Educational/Degree Requirements, and Training or Certification Requirements:**

Bachelor's Degree from an accredited college or university in Engineering, Computer Science, Information Technology, Business or other related technical or management discipline.

**Education/Experience Substitutions:** Master's Degree/ Five (5) years.

### Engineer Senior

**Functional Responsibilities:** Analyzes complex functions, procedures, and problems to find creative, logical, and effective solutions. Works with technical/functional analysts, engineers, and logisticians to incorporate recommendations and requirements into new or existing systems and may remain involved through the design and final implementation of the resulting systems. Applies specialized knowledge of interest to an Information Technology product, application, process, or area of specificity. Develops innovative ideas, advancements, and solutions. Understands client's needs, identifies root causes of problems, and implements pragmatic solutions.

**Minimum Years of Experience:** Six (6) years of relevant experience.

**Minimum Educational/Degree Requirements, and Training or Certification Requirements:**

Bachelor's degree.

---

**Education/Experience Substitutions:** Master's Degree/ Four (4) years.

**Business Analyst**

**Minimum/General Experience:** Strong analyst with six (6) years of experience in working independently on requirements to support the analysis and design of business applications for moderately complex enterprise systems. Strong verbal and written communication skills required.

**Functional Responsibilities:** Develops surveys, conducts interviews, and frames problems for analysis and decision making in support of customer business functions. Employs process improvements and reengineering methodologies and principles for modernization of enterprise business systems. Supports business requirements definition, verification and validation, documentation, and implementation of organizational initiatives. Supports program planning, audits, and evaluations. Supports studies, analyses, scenarios, facilitated discussions and reports relating to an agency's mission-oriented business programs or initiatives, such as defense studies, tabletop exercises or scenario simulations, educational studies, regulatory or policy studies, health care studies, economic studies, and preparedness studies. Supports policy and regulation development assistance. Develops feasibility and cost-benefit studies, lifecycle analysis, briefings and presentations, report writing, and post implementation evaluations for agency projects.

**Minimum Education:** Bachelor's Degree from an accredited college or university in Management, Engineering, Computer Science, Information Technology, Psychology, Business, or other related scientific, technical or management discipline.

**Education/Experience Substitutions:** Master's Degree/ Four (4) years.

**Financial / Business Systems Engineer**

**Functional Responsibilities:** Analyzes functional business applications and design specifications for functional areas such as finance, accounting, personnel, manpower, logistics, and contracts. Develops block diagrams and logic flowcharts. Translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including both program-level and user-level documentation. Enhances software to reduce operating time and improve efficiency. Provides technical direction to other staff members, as required, to ensure that project deadlines are met.

**Specialized Experience:** Experience as a Software Engineer on a government commercial off-the-shelf (COTS) or government off-the-shelf (GOTS) system, knowledge of software engineering principles, and ability to develop complex financial solutions to satisfy business objectives.

**Minimum Years of Experience:** Five (5) years of experience in information system design.

**Minimum Educational/Degree Requirements, and Training or Certification Requirements:** Bachelor's Degree from an accredited college or university in Engineering, Computer Science, Information Technology, Business or other related technical or management discipline.

---

**Education/Experience Substitutions:** Master's Degree/ Three (3) years.

### **Senior Financial / Business Analyst**

**Functional Responsibilities:** Manages a team of analysts in optimizing and automating complex business practices given deadlines and milestones specified by the client. Directs the gathering of user requirements and translating them into workable automated financial and/or business solutions. In-depth knowledge of financial systems and systems implementation. Capable of assessing products and procedures for compliance with government standards, accounting principles, internal controls, and multi-tiered system application standards. Must be able to lead all stages of a project's life-cycle, including the creation and monitoring of schedules, requirements documentation, systems design and specifications, and project status reporting.

**Specialized Experience:** Experience in financial management/accounting for the Federal government. Possess a thorough knowledge of Federal financial and accounting systems and current technological environments such as the Internet, Client/Server, and Object Oriented related systems.

**Minimum Years of Experience:** Eight (8) years of business, financial, operational, or systems management experience.

**Minimum Educational/Degree Requirements, and Training or Certification Requirements:** Bachelor's Degree from an accredited college or university in Engineering, Computer Science, Information Technology, Business or other related technical or management discipline.

**Education/Experience Substitutions:** Master's Degree/ Six (6) years.

### **Engineer Intermediate**

**Functional Responsibilities:** Provides engineering, technical, and managerial direction for problem definition, analysis, requirement development, and implementation of complex systems in the engineering discipline required to meet technical requirements. Makes recommendations and advises on system development, improvements, optimization, or support efforts. Performs risk assessments and analyses using modeling and simulation techniques.

**Minimum Years of Experience:** Three (3) years of relevant experience in an engineering discipline.

**Minimum Educational/Degree Requirements, and Training or Certification Requirements:** Bachelor's degree in a related engineering discipline.

**Education/Experience Substitutions:** Master's Degree/ One (1) year.

### **Logistician Senior**

**Functional Responsibilities:** Analyzes and coordinates the logistical functions of an organization. Responsible for the entire life cycle of a product, including acquisition, distribution, internal allocation, delivery, and final disposal of resources. Determines overall support requirements, including facilities, personnel, safety, and maintenance. Directs and coordinates

---

program activities designed to ensure effective and efficient support. Analyzes and evaluates design concepts to determine if concepts satisfy support requirements and studies the relative supportability of alternative concepts. Determines logistic support sequences and time phasing. Anticipates logistics problems and determines contingency requirements and solutions. May design and conduct research or technical studies to support logistic functions.

**Minimum Years of Experience:** Six (6) years of relevant experience.

**Minimum Educational/Degree Requirements, and Training or Certification Requirements:** Bachelor's degree in a related logistics discipline.

**Education/Experience Substitutions:** Master's Degree/ Four (4) years.

### **Financial / Business Analyst**

**Functional Responsibilities:** Serves as a member of group of analysts who are working in concert to systematically integrate business, cost estimating, and financial management processes to ensure the efficient stewardship of public funds. Must be able to support the formulation of strategic financial plans, prepare cost estimates, and correlate financing requirements into executable budgets. Possesses thorough knowledge of the allocation, execution, and administration of approved budgets. Must be able to assess products and procedures for compliance with government standards, accounting principles, internal controls, and multi-tiered system application standards. Must be able to grasp inter-relationships between financial management requirements and automated business solutions, considering the current system environment and the potential integration of added systems concurrently or later. Ensures that tasks are completed in the time-frame specified by the client and assists in the preparation of milestone status reports and presentations for colleagues, subordinates, and end user representatives. Should be familiar with activity-based costing and business case analysis.

**Specialized Experience:** Experience in financial management/accounting in a Federal government environment with a demonstrated ability in areas such as cost estimating, procurement strategic planning and execution, or business management. Possess a thorough knowledge of Federal financial and accounting policies and system requirements.

**Minimum Years of Experience:**

Five (5) years of business, financial, operational, or systems management experience.

**Minimum Educational/Degree Requirements, and Training or Certification Requirements:** Associate's degree from an accredited college or university in Engineering, Computer Science, Information Technology, Business or other related technical or management discipline.

**Education/Experience Substitutions:** Bachelor's Degree/ Three (3) years.

### **Information Systems Auditor**

**Functional Responsibilities:** Documents business process flows; tests internal controls; provides budgeting and accounting support; documents/reviews requirements for financial and business management solutions; designs and tests functional components of financial and business management systems; develops project documentation according to program



---

specifications; supports audit efforts; provides technical support to financial management improvement; and completes tasks related to budgeting, accounting, and financial management.

**Specialized Experience:** Experience in financial management/accounting in a Federal government environment. Possess knowledge of Federal financial and accounting systems and understanding of current technological environments such as the Internet, Client/Server, and Object-Oriented related systems.

**Minimum Years of Experience:** Five (5) years of business, financial, operational, or systems management experience.

**Minimum Educational/Degree Requirements, and Training or Certification Requirements:** Associates degree from an accredited college or university in Engineering, Computer Science, Information Technology, Business or other related technical or management discipline.

**Education/Experience Substitutions:** Bachelor's Degree/ Three (3) years.

### Engineer Junior

**Functional Responsibilities:** Assists with analyzing complex functions, procedures, and problems to find creative, logical, and effective solutions. Supports technical/functional analysts, engineers, and logisticians to incorporate recommendations and requirements into new or existing systems and may remain involved through the design and final implementation of the resulting systems. Applies specialized knowledge of interest to a product, application, process, or area of specificity. Assists more senior staff with the development of innovative ideas, advancements, and solutions. Also assists with understanding client's needs, identifying root causes of problems, and implementing practical solutions.

**Minimum Years of Experience:** One (1) year of relevant experience.

**Minimum Educational/Degree Requirements, and Training or Certification Requirements:** Associate's degree in a related discipline.

**Education/Experience Substitutions:** Bachelor's Degree.

### Logistician Junior

**Functional Responsibilities:** Assists in the design, analysis, implementation, and modification of logistics systems and processes. Assists with all major elements of logistic support, to include maintenance planning, supply support, test and support equipment, transportation and handling, personnel and training, facilities, data, and computer resources. Defines and uses analytical and quantitative methods for modeling logistics support. Prepares technical reports and documentation. Prepares and delivers presentations and briefings as required. Maintains appropriate records and prepares reports. Coordinates logistics activities with internal/external customers.

**Minimum Years of Experience:** One (1) year of relevant experience.

**Minimum Educational/Degree Requirements, and Training or Certification Requirements:** Associate's degree in a related discipline

---

**Education/Experience Substitutions:** Bachelor's Degree.

### **Administrative Support Specialist**

**Functional Responsibilities:** Assists in collecting and organizing information for preparation of customer deliverables. Translates technical information into clear, readable documents to be used by technical and non-technical personnel. Assists in the preparation of management plans, reports, and presentations to customer program and executive management. Edits documentation of studies, analyses, scenarios, and reports relating to an agency's mission-oriented business programs or initiatives. Supports preparation of briefings for stakeholder meetings. Records discussion content and provides related facilitation support services. May provide graphics planning support, project financial and administration support, general office support, secretarial support, and event planning.

**Minimum/General Experience:** Support specialist with four (4) years of experience in providing technical writing and/or administrative support pertaining to all aspects of a program or project.

**Minimum Education:** Associate's Degree from an accredited college or university in a related field. A Bachelor's degree is preferred.

### **Financial Data Analyst**

**Functional Responsibilities:** Participates in the support of computer hardware and software for financial and/or business systems and assessment of its ability to support specific requirements and to interface with other equipment and systems. Determines potential and actual bottlenecks and proposes recommendations for their elimination. Makes recommendations for financial and/or business system improvements that will result in optimization of development and/or maintenance efforts.

**Specialized Experience:** Must have one (1) year of experience in supporting modern COTS or GOTS software and its ability to support specific financial and/or business requirements.

**Minimum Years of Experience:** Three (3) years of experience in at least one of the following disciplines: data management, system analysis, system programming, application programming, and equipment analysis.

**Minimum Educational/Degree Requirements, and Training or Certification Requirements:** Associate's degree from an accredited college or university in Engineering, Computer Science, Information Technology, Business or other related technical or management discipline.

**Education/Experience Substitutions:** Bachelor's Degree/ One (1) year.

### **Financial / Business Support Specialist**

**Functional Responsibilities:** Serves as a junior member of group of analysts who are working in concert to systematically integrate business, cost estimating, and financial management processes to ensure the efficient stewardship of public funds. Possesses a general understanding of business operations. Under supervision, must be able to assess products and procedures for compliance with government standards and sound financial management



---

principles. May be familiar with government financial management processes and/or activity based costing methodologies.

**Minimum Years of Experience:** Two (2) years of work experience in a business environment.

**Minimum Educational/Degree Requirements, and Training or Certification Requirements:** High School diploma.

### **SIN ANCILLARY: Ancillary Supplies and Services**

#### **Information Assurance Access Management Analyst**

**Minimum/General Experience:** Experienced in computer hardware and software systems. Two (2) years' experience.

**Functional Responsibilities:** Provides troubleshooting support to a user community employing computer systems and networks. Diagnoses problems and provides applicable remedies including ancillary support as required. Performs various Identity and Access Management services to ensure the confidentiality, availability, integrity, and non-repudiation of information systems. Fully versed in the general tenants supporting the overall DOD implementation of its identity, credential, and access management service in accordance with DOD policy, procedures, and processes. Possess an understanding of how DOD Instruction 8520.03, Identity Authentication for Information, is used for access management by validating entities are granted or denied access to resources such as computer systems or data.

Understands how programs use computer hardware. May serve as a lead diagnostician.

**Minimum Education:** High School Diploma, and Security/Certification Requirements: Sensitivity Level: IT-III – Non-sensitive

**Education/Experience Substitutions:** N/A