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GENERAL SERVICES ADMINISTRATION
Federal Supply Service
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**GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY EQUIPMENT,
SOFTWARE AND SERVICES**

Contract Number: GS-35F-0389V
Contract Period: April 24, 2019 - April 23, 2024

VariQ Corporation
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Rockville, MD 20852
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Contract Administration Source: Tom Edson
Email: tom.edson@variq.com
Business Size: Other than Small Business

FSC/PSC Codes: D301, D302, D305, D306, D307, D308, D310, D311, D313, D316, D317, D399

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CUSTOMER INFORMATION

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

Special Item Number (SIN)	SIN Description	Description Page	Awarded Price Page
132-40 /RC/STLOC	Cloud and Cloud-Related IT Professional Services	11 – 29	30 – 33
132-45 /RC/STLOC	Highly Adaptive Cyber Security Services (HACS) Sub-Categories - Penetration Testing - Incident Response - Cyber Hunt - Risk & Vulnerability Assessments (RVA)	37 – 51	52 – 55
132-51 /RC/STLOC	Information Technology Professional Services	59 – 79	80 – 83
132-56 /RC/STLOC	Health IT Services	86 – 107	108 – 113
70-500 /RC/STLOC	Order-Level Materials (OLMs)	Defined at Order Level	Defined at Order Level

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:

N/A

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.

See pages 11 – 29, 37 – 51, 59 – 79, and 86 – 107

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2. Maximum Order

132-40, 132-45, 132-51, 132-56: \$500,000
70-500: \$100,000

3. Minimum Order

\$100

4. Geographic Coverage:

Domestic

5. Point(s) of Production

US

6. Discount from list prices or statement of net price:

Prices Shown Herein are Net (discount deducted).

7. Quantity discounts:

None

8. Prompt payment terms:

Net 30. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9a. Government Purchase Cards

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

9b. Government Purchase Cards

Government Purchase cards **are accepted** above the micro-purchase threshold.

10. Foreign Items:

None

11a. Time of Delivery:

As Negotiated between the Contractor and the Ordering Activity

11b. Expedited Delivery:

As Negotiated between the Contractor and the Ordering Activity

11c. Overnight and 2-day delivery:

Contact Contractor

11d. Urgent Requirements

Please note the Urgent Requirements clause of this contract and contact Contractor

12. F.O.B. point(s)

Destination

13a. Ordering Address(es)

VariQ Corporation
Attn: GSA Orders
2600 Tower Oaks Blvd Suite 300
Rockville, MD 20852
gsa-orders@variq.com
Fax: 202-318-7510

13b. Ordering procedures:

For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs) are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. Payment address(es)

VariQ Corporation
Attn: Accounts Receivable
2600 Tower Oaks Blvd Suite 300
Rockville, MD 20852

15. Warranty provision

N/A

16. Export packing charges, if applicable

N/A

17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase threshold)

Government Purchase cards **are accepted** above the micro-purchase threshold.

18. Terms and conditions of rental, maintenance, and repair (if applicable)

N/A

19. Terms and conditions of installation (if applicable)

N/A

20. Terms and conditions of repair parts indicating date of parts price list and any discounts from list prices (if applicable)

N/A

20a. Terms and conditions for any other services (if applicable)

N/A

21. List of service and distribution points (if applicable)

N/A

22. List of participating dealers (if applicable)

N/A

23. Preventive maintenance (if applicable)

N/A

24a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants)

N/A

24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: www.Section508.gov/

25. Data Universal Number System (DUNS) Number

190899901

26. System for Award Management (SAM) registration

VariQ Corporation is **registered** in the System for Award Management (SAM) Database

TERMS AND CONDITIONS APPLICABLE TO CLOUD AND CLOUD-RELATED IT PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER 132-40)

1. SCOPE

The prices, terms and conditions stated under Special Item Number (SIN) 132-40 Cloud Computing Services (i.e. IaaS, etc.) and Cloud-Related Professional Services apply exclusively to Cloud Computing Services (i.e. IaaS, etc.) and Cloud-Related Professional Services within the scope of this Information Technology Schedule.

This SIN provides ordering activities with access to Cloud (i.e. SaaS, etc.) technical services that run in cloud environments and meet the NIST Definition of Cloud Computing Essential Characteristics. Cloud Services [(i.e. SaaS, etc.)] relating to or impinging on cloud that do not meet all NIST essential characteristics should be listed in other SINs. (For example: Software subscription services or Software as a Service offerings that do not meet the essential “measured service” requirement may meet the definition of “Term Licenses” under SIN 132-32. See the Measured Service requirement in Table 2, below.)

Sub-categories in scope for this SIN are the three NIST Service Models: Software as a Service (SaaS), Platform as a Service (PaaS), and Infrastructure as a Service (IaaS). Offerors may optionally select a single sub-category that best fits a proposed cloud service offering. Only one sub-category may be selected per each proposed cloud service offering. Offerors may elect to submit multiple cloud service offerings, each with its own single sub-category. The selection of one of three sub-categories does not prevent Offerors from competing for orders under the other two sub-categories. See service model guidance for advice on sub-category selection.

Sub-category selection within this SIN is optional for any individual cloud service offering, and new cloud computing service (i.e. IaaS, etc.) technologies that do not align with the aforementioned three sub-categories may be included without a sub-category selection so long as they comply with the essential characteristics of cloud computing as outlined by NIST.

See Table 1 for a representation of the scope and sub-categories.

SIN Description	Sub-Categories
• Commercially available cloud computing services	1. Software as a Service (SaaS): Consumer uses provider's

• meets the National Institute for Standards and Technology (NIST) definition of Cloud Computing essential characteristics
• Open to all deployment models (private, public, community or hybrid), vendors specify deployment models

applications on cloud infrastructure. Does not manage/control platform or infrastructure. Limited application level configuration may be available.
2. Platform as a Service (PaaS): Consumer deploys applications onto cloud platform service using provider-supplied tools. Has control over deployed applications and some limited platform configuration but does not manage the platform or infrastructure.
3. Infrastructure as a Service (IaaS): Consumer provisions computing resources. Has control over OS, storage, platform, deployed applications and some limited infrastructure configuration, but does not manage the infrastructure

2. DESCRIPTION OF CLOUD COMPUTING SERVICES (i.e. IaaS, etc.) AND PRICING

- a) Service Description Requirements for Listing Contractors
The description requirements below are in addition to the overall Schedule 70 evaluation criteria described in SCP-FSS-001-N Instructions Applicable to New Offerors (Alternate I – MAR 2016) or SCP-FSS-001-S Instructions Applicable to Successful FSS Program Contractors, as applicable, SCP-FSS-004 and other relevant publications. Refer to overall Schedule 70 requirements for timelines related to description and other schedule updates, including but not limited to clauses 552.238-81 – section E and clause I-FSS-600.
Table 2 summarizes the additional Contractor-provided description requirements for services proposed under the Cloud Computing Services (i.e. IaaS, etc.). All mandatory description requirements must be complete, and adequate according to evaluation criteria.
In addition there is one “Optional” reporting descriptions which exists to provide convenient service selection by relevant criteria. Where provided, optional description requirements must be complete and adequate according to evaluation criteria:

- (1) The NIST Service Model provides sub-categories for the Cloud SIN and is strongly encouraged, but not required. The Service Model based sub-categories provide this SIN with a structure to assist ordering activities in locating and comparing services of interest. Contractors may optionally select the single

service model most closely corresponding to the specific service offering.

- (2) If a sub-category is selected it will be evaluated with respect to the NIST Service Model definitions and guidelines in "Guidance for Contractors".

#	Description Requirement	Reporting Type	Instructions
1	Provide a brief written description of how the proposed cloud computing services (i.e. IaaS, etc.) satisfies each individual essential NIST Characteristic	Mandatory	The cloud service must be capable of satisfying each of the five NIST Essential Characteristics as outlined in NIST Special Publication 800-145. See 'GUIDANCE FOR CONTRACTORS: NIST Essential Characteristics' below in this document for detailed overall direction, as well as guidance on inheriting essential characteristics. The NIST "Measured Service" characteristic requires a minimal "pay as you go" unit of measurement appropriate for the service. In the case of SaaS, the appropriate maximum measured increment of service shall be no more than 30 days per user, or some other equivalent discrete measurement that provides the government with the advantage of frequent (approximately every 30 days) "pay as you go" metering cycles.
2	Select NIST deployment models for the cloud computing service proposed.	Mandatory	Contractors must select at least one NIST deployment model as outlined in NIST Special Publication 800-145 describing how the proposed cloud computing service is deployed. Select multiple deployment models if the service is offered in more than one deployment model. See 'GUIDANCE FOR CONTRACTORS: NIST Deployment Model' below in this document for detailed direction on how to best categorize a service for the NIST deployment models.
3	Optionally select the most appropriate NIST service model that will be the designated subcategory, or may select no sub-category.	Optional	Contractor may select a single NIST Service model to subcategorize the service as outlined in NIST Special Publication 800-145. Sub-category selection is optional but recommended. See 'GUIDANCE FOR CONTRACTORS: NIST Service Model' below in this document for detailed direction on how to best categorize a service for the NIST IaaS, PaaS, and SaaS service models.

Lists, apply. At the current time there is no provision for reducing or eliminating standard price list posting requirements to accommodate rapid cloud price fluctuations.

In addition to standard pricing requirements, all pricing models must have the core capability to meet the NIST Essential Cloud Characteristics, particularly with respect to on-demand self-service, while allowing alternate variations at the task order level at agency discretion, pursuant to the guidance on NIST Essential Characteristics.

3. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character.

- a. **Acceptance Testing**
Any required Acceptance Test Plans and Procedures shall be negotiated by the Ordering Activity at task order level. The Contractor shall perform acceptance testing of the systems for Ordering Activity approval in accordance with the approved test procedures.
- b. **Training**
If training is provided commercially the Contractor shall provide normal commercial installation, operation, maintenance, and engineering interface training on the system. Contractor is responsible for indicating if there are separate training charges.
- c. **Information Assurance/Security Requirements**
The contractor shall meet information assurance/security requirements in accordance with the Ordering Activity requirements at the Task Order level.
- d. **Related Professional Services**
The Contractor is responsible for working with the Ordering Activity to identify related professional services and any other services available on other SINs that may be associated with deploying a complete cloud service (i.e. IaaS, etc.) solution. Any additional substantial and ongoing IT professional services related to the offering such as assessing, preparing, refactoring, migrating, DevOps, developing new cloud based applications and managing/governing a cloud implementation may be offered per the guidelines below.
- e. **Performance of Cloud Computing Services (i.e. IaaS, etc.)**

The Contractor shall respond to Ordering Activity requirements at the Task Order level with proposed capabilities to Ordering Activity performance specifications or indicate that only standard specifications are offered. In all cases the Contractor

b) Pricing of Cloud Computing Services

All current pricing requirements for Schedule 70, including provision SCP-FSS-001-N (Section III Price Proposal), SCP-FSS-001-S, SCP-FSS-004 (Section III Price Proposal), and clause I-FSS-600 Contract Price

shall clearly indicate standard service levels, performance and scale capabilities.

The Contractor shall provide appropriate cloud computing services (i.e. IaaS, etc.) on the date and to the extent and scope agreed to by the Contractor and the Ordering Activity.

f. Reporting

The Contractor shall respond to Ordering Activity requirements and specify general reporting capabilities available for the Ordering Activity to verify performance, cost and availability.

In accordance with commercial practices, the Contractor may furnish the Ordering Activity/user with a monthly summary Ordering Activity report.

4. RESPONSIBILITIES OF THE ORDERING ACTIVITY

The Ordering Activity is responsible for indicating the cloud computing services requirements unique to the Ordering Activity. Additional requirements should not contradict existing SIN or IT Schedule 70 Terms and Conditions. Ordering Activities should include (as applicable) Terms & Conditions to address Pricing, Security, Data Ownership, Geographic Restrictions, Privacy, SLAs, etc.

Cloud services typically operate under a shared responsibility model, with some responsibilities assigned to the Cloud Service Provider (CSP), some assigned to the Ordering Activity, and others shared between the two. The distribution of responsibilities will vary between providers and across service models. Ordering activities should engage with CSPs to fully understand and evaluate the shared responsibility model proposed. Federal Risk and Authorization Management Program (FedRAMP) documentation will be helpful regarding the security aspects of shared responsibilities, but operational aspects may require additional discussion with the provider.

a. Ordering Activity Information Assurance/Security Requirements Guidance

- (1) The Ordering Activity is responsible for ensuring to the maximum extent practicable that each requirement issued is in compliance with the Federal Information Security Management Act (FISMA) as applicable.
- (2) The Ordering Activity shall assign a required impact level for confidentiality, integrity and availability (CIA) prior to issuing the initial statement of work.²The Contractor must be capable of meeting at least the minimum security requirements assigned against a low-impact information system in each CIA assessment area (per FIPS 200) and must detail the FISMA capabilities of the system in each of CIA assessment area.
- (3) Agency level FISMA certification, accreditation, and evaluation activities are the responsibility of the

Ordering Activity. The Ordering Activity reserves the right to independently evaluate, audit, and verify the FISMA compliance for any proposed or awarded Cloud Computing Services.

- (4) The Ordering Activity has final responsibility for assessing the FedRAMP status of the service, complying with and making a risk-based decision to grant an Authorization to Operate (ATO) for the cloud computing service, and continuous monitoring. A memorandum issued by the Office of Management and Budget (OMB) on Dec 8, 2011 outlines the responsibilities of Executive departments and agencies in the context of FedRAMP compliance. 3

2. Per Federal Information Processing Standards Publication 199 & 200 (FIPS 199, "Standards for Security Categorization of Federal Information and Information Systems") (FIPS 200, "Minimum Security Requirements for Federal Information and Information Systems")

3. MEMORANDUM FOR CHIEF INFORMATION OFFICERS: Security Authorization of Information Systems in Cloud Computing Environments. December 8, 2011.

- (5) Ordering activities are responsible for determining any additional information assurance and security related requirements based on the nature of the application and relevant mandates.

b. Deployment Model

If a particular deployment model (Private, Public, Community, or Hybrid) is desired, Ordering Activities are responsible for identifying the desired model(s). Alternately, Ordering Activities could identify requirements and assess Contractor responses to determine the most appropriate deployment model(s).

c. Delivery Schedule

The Ordering Activity shall specify the delivery schedule as part of the initial requirement. The Delivery Schedule options are found in Information for Ordering Activities Applicable to All Special Item Numbers.

d. Interoperability

Ordering Activities are responsible for identifying interoperability requirements. Ordering Activities should clearly delineate requirements for API implementation and standards conformance.

e. Performance of Cloud Computing Services

The Ordering Activity should clearly indicate any custom minimum service levels, performance and scale requirements as part of the initial requirement.

f. Reporting

The Ordering Activity should clearly indicate any cost, performance or availability reporting as part of the initial requirement.

g. Privacy

The Ordering Activity should specify the privacy characteristics of their service and engage with the Contractor to determine if the cloud service is capable of meeting Ordering Activity requirements. For example, a requirement

could be requiring assurance that the service is capable of safeguarding Personally Identifiable Information (PII), in accordance with NIST SP 800-122 and OMB memos M-06-165 and M-07-166. An Ordering Activity will determine what data elements constitute PII according to OMB Policy, NIST Guidance and Ordering Activity policy.

4. NIST SP 800-122, "Guide to Protecting the Confidentiality of Personally Identifiable Information (PII)"

5. OMB memo M-06-16: Protection of Sensitive Agency Information
<http://www.whitehouse.gov/sites/default/files/omb/memoranda/fy2006/m06-16.pdf>

6. OMB Memo M-07-16: Safeguarding Against and Responding to the Breach of Personally Identifiable Information
<http://www.whitehouse.gov/sites/default/files/omb/memoranda/fy2007/m07-16.pdf>

h. Accessibility

The Ordering Activity should specify the accessibility characteristics of their service and engage with the Contractor to determine the cloud service is capable of meeting Ordering Activity requirements. For example, a requirement could require assurance that the service is capable of providing accessibility based on Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. 794d).

i. Geographic Requirements

Ordering activities are responsible for specifying any geographic requirements and engaging with the Contractor to determine that the cloud services offered have the capabilities to meet geographic requirements for all anticipated task orders. Common geographic concerns could include whether service data, processes and related artifacts can be confined on request to the United States and its territories, or the continental United States (CONUS).

j. Data Ownership and Retrieval and Intellectual Property

Intellectual property rights are not typically transferred in a cloud model. In general, CSPs retain ownership of the Intellectual Property (IP) underlying their services and the customer retains ownership of its intellectual property. The CSP gives the customer a license to use the cloud services (i.e. IaaS, etc.) for the duration of the contract without transferring rights. The government retains ownership of the IP and data they bring to the customized use of the service as spelled out in the FAR and related materials.

General considerations of data ownership and retrieval are covered under the terms of Schedule 70 and the FAR and other laws, ordinances, and regulations (Federal, State, City, or otherwise). Because of considerations arising from cloud shared responsibility models, ordering activities should engage with the Contractor to develop more cloud-specific understandings of the boundaries between data owned by the government and that owned by the cloud service provider, and the specific terms of data retrieval.

In all cases, the Ordering Activity should enter into an agreement with a clear and enforceable understanding of the boundaries between government and cloud service provider

data, and the form, format and mode of delivery for each kind of data belonging to the government.

The Ordering Activity should expect that the Contractor shall transfer data to the government at the government's request at any time, and in all cases when the service or order is terminated for any reason, by means, in formats and within a scope clearly understood at the initiation of the service. Example cases that might require clarification include status and mode of delivery for:

- Configuration information created by the government and affecting the government's use of the cloud provider's service.
- Virtual machine configurations created by the government but operating on the cloud provider's service.
- Profile, configuration and other metadata used to configure SaaS application services or PaaS platform services.

The key is to determine in advance the ownership of classes of data and the means by which Government owned data can be returned to the Government.

k. Service Location Distribution

The Ordering Activity should determine requirements for continuity of operations and performance and engage with the Contractor to ensure that cloud services have adequate service location distribution to meet anticipated requirements. Typical concerns include ensuring that:

- (1) Physical locations underlying the cloud are numerous enough to provide continuity of operations and geographically separate enough to avoid an anticipated single point of failure within the scope of anticipated emergency events.
- (2) Service endpoints for the cloud are able to meet anticipated performance requirements in terms of geographic proximity to service requestors.

Note that cloud providers may address concerns in the form of minimum distance between service locations, general regions where service locations are available, etc.

5. GUIDANCE FOR CONTRACTORS

This section offers guidance for interpreting the Contractor Description Requirements in Table 2, including the NIST essential cloud characteristics, service models and deployment models. This section is not a list of requirements.

Contractor-specific definitions of cloud computing characteristics and models or significant variances from the NIST essential characteristics or models are discouraged and will not be considered in the scope of this SIN or accepted in response to Factors for Evaluation. The only applicable cloud characteristics, service model/subcategories and deployment models for this SIN will be drawn from the NIST 800-145 special publication. Services qualifying for listing as cloud computing services (i.e. IaaS, etc.) under this SIN must substantially satisfy the essential characteristics of cloud

computing as documented in the NIST Definition of Cloud Computing SP 800-1457.

Contractors must select deployment models corresponding to each way the service can be deployed. Multiple deployment model designations for a single cloud service are permitted but at least one deployment model must be selected.

In addition, contractors submitting Cloud services (i.e. IaaS, etc.) for listing under this SIN are encouraged to select a sub-category for each Cloud service (i.e. IaaS, etc.) proposed under this SIN with respect to a single principal NIST cloud service model that most aptly characterizes the service. Cloud Service model (i.e. IaaS, etc.) categorization is optional.

Both Cloud service model (i.e. IaaS, etc.) and deployment model (i.e. public, etc.) designations must accord with NIST definitions. Guidance is offered in this document on making the most appropriate selection

a. NIST Essential Characteristics

6. INFORMATION PERTAINING TO CLOUD RELATED IT PROFESSIONAL SERVICES

NOTE: Offerors may offer Cloud Services (i.e. IaaS, etc.) exclusively; it is not a requirement to also offer Cloud Related IT Professional Services. Similarly, offerors of Cloud Related IT Professional Services are not required to also offer Cloud Services (i.e. IaaS, etc.). Offerors who have capabilities in both Cloud Services (i.e. IaaS, etc.) and Cloud Related IT Professional Services may offer both, under this SIN

NOTE: ****Labor categories under Special Item Number 132-51 "Information Technology Professional Services may remain under SIN 132-51, unless they are specific to the Cloud Computing IT Professional Services 132-40. Labor specific to Cloud Computing should be positioned by Contractors under SIN 132-40 in order for Contractors to have the opportunity to bid on requests for quotes that are generated exclusively under the Cloud SIN. Offerors may offer Cloud IT Professional Services exclusively; it is not a requirement to also offer Cloud Services (i.e. IaaS).

a. SCOPE OF 132-40 Cloud Related IT Professional Services

(1) The labor categories, prices, terms and conditions stated under Special Item Numbers 132-40 Cloud Services and Related IT Professional Services apply exclusively to this SIN within the scope of this Information Technology Schedule. It is anticipated that the relevant IT Professional Services for this SIN (132-40) are related to the following: assessing cloud solutions, preparing for cloud solutions, refactoring legacy solutions for cloud migration, migrating legacy or other systems to cloud solutions, DevOps, developing new cloud based applications and providing management/governance for cloud solutions.

(2) Cloud Related IT Professional Services provided under this SIN shall comply with all certifications and industry

standards as applicable pertaining to the type of services as specified by ordering agency.

(3) The Contractor shall provide Cloud Related IT Professional Services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

b. ORDER

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

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

c. PERFORMANCE OF SERVICES

(1) The Contractor shall commence performance of Cloud Related IT Professional Services on the date agreed to by the Contractor and the ordering activity.

(2) The Contractor agrees to render Cloud Related IT Professional Services during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.

(3) The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Cloud Related IT Professional Services shall be completed in a good and workmanlike manner.

(4) Any Contractor travel required in the performance of Cloud Related IT Professional Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts. All travel will be agreed upon with the client prior to the Contractor's travel.

d. INSPECTION OF SERVICES

Inspection of services is in accordance with 552.212-4 CONTRACT TERMS AND CONDITIONS-COMMERCIAL ITEMS (JAN 2017) (DEVIATION – FEB 2007) (DEVIATION - FEB 2018) for Firm-Fixed Price orders; or GSAR 552.212-4 CONTRACT TERMS AND CONDITIONS-COMMERCIAL ITEMS (JAN 2017) (DEVIATION - FEB 2018) (ALTERNATE I - JAN 2017) (DEVIATION - FEB 2007) for Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

e. RESPONSIBILITIES OF THE CONTRACTOR

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

f. RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

g. INDEPENDENT CONTRACTOR

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

h. ORGANIZATIONAL CONFLICTS OF INTEREST

(1) Definitions.

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

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

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

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

i. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for Cloud Computing IT Professional Services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Invoices shall be submitted monthly for recurring IT professional services performed during the preceding month.

j. PAYMENTS

The ordering activity shall pay the Contractor upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. Payments shall be made in accordance with:

For orders that are NOT time-and-materials/labor hours (fixed price applicable).

- GSAR 552.212-4 CONTRACT TERMS AND CONDITIONS-COMMERCIAL ITEMS (JAN 2017) (DEVIATION - FEB 2007) (DEVIATION - FEB 2018)

For orders that are time-and-materials/labor hours.

- GSAR 552.212-4 CONTRACT TERMS AND CONDITIONS-COMMERCIAL ITEMS (JAN 2017) (DEVIATION - FEB 2018) (ALTERNATE I - JAN 2017) (DEVIATION - FEB 2007)

- FAR 52.216-31 (Feb 2007) Time-and Materials/Labor-Hour Proposal Requirements—Commercial Item Acquisition. As prescribed in 16.601(f)(3), insert the following provision:

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

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

i The offeror;

ii Subcontractors; and/or

iii Divisions, subsidiaries, or affiliates of the offeror under a common control.]

k. RESUMES

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

l. APPROVAL OF SUBCONTRACTS

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

m. DESCRIPTION OF CLOUD COMPUTING LABOR HOURS AND PRICING

(1) The Contractor shall provide a description of each type of Cloud Computing Professional Service offered under Special Item Numbers 132-40 and it should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job

titles (labor categories) for those individuals who will perform the service should be provided.

(2) Pricing for all Cloud Computing IT Professional Services shall be in accordance with the Contractor's customary commercial practices; e.g., hourly rates, minimum general experience and minimum education.

Please see pages 11-29

SIN 132-40/RC/STLOC LABOR CATEGORIES AND DESCRIPTIONS:

The following table demonstrates the equivalent years of experience required to substitute for education requirement.

Degree Required	Equivalent Years of Experience Needed
Associate's Degree	3
Bachelor's Degree	6
Master's Degree	8
PhD/Professional License	10

Cloud Applications Systems Analyst/Programmer (Senior)

Qualifications: Minimum four (4) years of cloud-based computer experience working independently or under general direction on complex application problems involving all phases of systems analysis with three (3) years of experience in analysis and design of business applications for complex large-scale or mid-tier computer systems, or LAN based systems, to include experience in database management systems (DBMS), and use of programming languages. Knowledge of current storage and retrieval methods and demonstrated ability to formulate specifications for computer programmers to use in coding, testing, and debugging of computer programs plus two (2) years of general experience supervising personnel performing software development tasks.

Functional Responsibility: Provides high level expertise in developing complex software applications involving new technologies, methods, concepts or approaches. Provides supervisory, technical, and administrative direction for personnel performing software development tasks, including the review of work products for correctness, adherence to the design concept and user standards, and for progress in accordance with schedules.

Education: M.A. /M.S. degree or equivalent experience in related field.

Cloud Applications Systems Analyst/Programmer (Intermediate)

Qualifications: Minimum three (3) years of cloud-based computer experience in information systems design and management. Must demonstrate an ability to work independently or under general direction on requirements that are moderately complex to analyze, plan, program, and implement. Including two (2) years of experience in analysis and design of business application for complex large-scale or mid-tier computer or LAN-based systems, including experience in DBMS, and use of programming languages. Knowledge of current storage and retrieval methods; one (1) year of systems analysis experience designing technical applications on computer systems; and demonstrated ability to formulate specifications for computer programmers to use in coding, testing, and debugging of computer programs.

Functional Responsibility: Analyzes business or scientific problems for resolution through electronic data processing. Gathers information from users, defines work problems, and, if feasible, designs a system of computer programs and procedures to resolve the problems. Develops complete specifications or enable Computer Programmers to prepare required programs; analyzes subject-matter operations to be automated; specifies number and types of records, files, and documents to be used and outputs to be produced; prepares work diagrams and data flow charts; coordinates tests of the system and participates in trial runs of new and revised systems; and recommends computer equipment changes to obtain more effective operations. The Applications Systems Analyst/Programmer (Intermediate) may also write computer programs. Provides development services for moderately complex applications using standard approaches or less complex systems using new approaches. Works on a segment of a complex data processing scheme or

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

Cloud Applications Systems Analyst/Programmer (Junior)

Qualifications: Minimum one (1) year of cloud-based computer experience in assignments of a technical nature working under close supervision and direction and experience in analyzing and programming application on large-scale or midtier computers (or LAN-based) with experience in the design and programming of moderately complex ADP systems. Education can be substituted for experience.

Functional Responsibility: Analyzes business or scientific problems for resolution through electronic data processing. Gathers information from users, defines work problems, and, if feasible, designs a system of computer programs and procedures to resolve the problems. Under supervision develops complete specifications or enable Computer Programmers to prepare required programs; analyzes subject-matter operations to be automated; specifies number and types of records, files, and documents to be used and outputs to be produced; prepares work diagrams and data flow charts; coordinates tests of the system and participates in trial runs of new and revised systems; and recommends computer equipment changes to obtain more effective operations. The Applications Systems Analyst/Programmer (Junior) may also be called upon to write computer programs. Provides entry level systems development support using standard approaches and several phases of the required systems analysis where the nature of the system is predetermined. Uses established fact-finding approaches, knowledge of pertinent work processes and procedures, and familiarity with related computer programming practices, system software, and computer equipment.

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

Cloud Business Analyst (Senior)

Qualifications: Six (6) years experience in providing support in a related field.

Functional Responsibility: Assembles, prepares, and analyzes data for studies, statistical models, evaluations, system requirements, and other needs. Uses technical discretion within defined practices and policies in selecting methods and techniques for determining approaches or obtaining solutions. Assembles, prepares, and analyzes data. Provides technical advice and operating assistance in interpreting results. Provides input or may prepare technical reports based on the expert interpretation of analyzed data.

Education: Bachelor's Degree. Four (4) years of additional experience may substitute for bachelor's degree.

Cloud Business Analyst (Intermediate)

Qualifications: Four (4) years experience in providing support in a related field.

Functional Responsibility: Assembles, prepares, and analyzes data for studies, statistical models, evaluations, system requirements, and other needs. Uses technical discretion within defined practices and policies in selecting methods and techniques for determining approaches or obtaining solutions. Assembles, prepares, and analyzes data. Provides technical advice and operating assistance in interpreting results. Provides input or may prepare technical reports based on the expert interpretation of analyzed data.

Education: Bachelor's Degree. Four (4) years of additional experience may substitute for bachelor's degree.

Cloud Business Analyst (Junior)

Qualifications: One (1) year

Functional Responsibility: Assembles, prepares, and analyzes data for studies, statistical models, evaluations, system requirements, and other needs. Uses technical discretion within defined practices and policies in selecting methods and techniques for determining approaches or obtaining solutions. Assembles, prepares, and analyzes data. Provides technical advice and operating assistance in interpreting results. Provides input or may prepare technical reports based on the expert interpretation of analyzed data. Experience providing support in a related field preferred.

Education: Bachelor's Degree

Cloud Business Subject Matter Expert

Qualifications: Minimum 10+ years cloud-based experience. Confers with client management to understand the client's strategic information technology business goals and information technology strategy. Analyzes client requirements and recommends development or acquisition strategies. Assists clients in developing strategic plans and concepts. Advises client on the impact of new legislation or new technologies that are relevant to their agency. Demonstrates superior oral and written communication skills

Functional Responsibility: Bachelor's Degree* in Computer Science, Engineering, or Information Technology or equivalent experience/certifications.

Education: Bachelor's Degree or equivalent industry experience and certifications.

Cloud Configuration Management Specialist (Senior)

Qualifications: Six (6) years

Functional Responsibility: Manages staff and regulates the change process so that only approved and validated changes are incorporated into product documents and related software. Provides configuration management planning. Describes provisions for configuration identification, change control, configuration status accounting, and configuration audits. Experience in configuration management and control preferred.

Education: Bachelor's degree

Cloud Configuration Management Specialist (Intermediate)

Qualifications: Three (3) years

Functional Responsibility: Regulates the change process so that only approved and validated changes are incorporated into product documents and related software. Provides configuration management planning. Describes provisions for configuration identification, change control, configuration status accounting, and configuration audits. Experience in configuration management and control preferred.

Education: Bachelor's degree

Cloud Configuration Management Specialist (Junior)

Qualifications: Zero (0) years

Functional Responsibility: Regulates the change process so that only approved and validated changes are incorporated into product documents and related software. Describes provisions for configuration identification, change control, configuration status accounting, and configuration audits. Experience in configuration management and control preferred.

Education: Associate's degree

Cloud Cybersecurity Engineer (Senior)

Qualifications: Eight (8) years

Functional Responsibility: Provides cloud-based functional expertise in defining security requirements and developing security solutions for information protection. Defines and develops security policies and processes related to the protection of sensitive or classified information. Designs, develops,

engineers and implement solutions to protection of sensitive or classified information. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in defining security programs or processes for the protection of sensitive or classified information. Experience in one or more systems and architectures and associated hardware: mainframe, mini, or client/server based preferred. Experience in systems analysis and programming preferred.

Education: Bachelor's degree

Cloud Cybersecurity Engineer (Intermediate)

Qualifications: Four (4) years

Functional Provides cloud-based functional expertise in defining security requirements and developing

Responsibility: security solutions for information protection. Defines and develops security policies and processes related to the protection of sensitive or classified information. Designs, develops, engineers and implement solutions to protection of sensitive or classified information. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in one or more systems and associated hardware: mainframe, mini, or client/server based preferred. Experience in systems analysis and programming preferred.

Education: Bachelor's degree

Cloud Cybersecurity Engineer (Junior)

Qualifications: One (1) year

Functional Provides cloud-based functional support in defining security requirements and

Responsibility: developing security solutions for information protection. Designs, develops, engineers and implement solutions to protection of sensitive or classified information. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in systems analysis and programming preferred.

Education: Bachelor's degree

Cloud Database Specialist (Principal)

- Qualifications:* Ten (10) years of experience in the development and maintenance of cloud-based database management systems-and database management systems design, system analysis, and development. Experience in current operating internals and database management systems. Experience in all phases of the software-development life cycle.
- Functional Responsibility:* Lead teams in the database design and implementation process. Develop and test logical and physical database designs. Review logical and physical designs of existing databases and perform tuning, in coordination with the senior database engineer, to ensure maximum operating efficiency. Perform data analysis, database design, development activities, and implementation, as directed, for databases and database conversions. Perform database-restructuring activities. Work with users and information systems development staff to determine data storage and access requirements.
- Education:* Bachelor's Degree or equivalent in Electrical Engineering, Mechanical Engineering, Computer Science, Management Information Systems, Systems Engineering or Electrical Engineering Technology.

Cloud Database Specialist (Senior)

- Qualifications:* Seven (7) years of experience in the development and maintenance of cloud-based database management systems-and database management systems design, system analysis, and development. Experience in current operating internals and database management systems. Experience in all phases of the software-development life cycle.
- Functional Responsibility:* Develop and test logical and physical database designs. Review logical and physical designs of existing databases and perform tuning, in coordination with the senior database engineer, to ensure maximum operating efficiency. Perform data analysis, database design, development activities, and implementation, as directed, for databases and database conversions. Perform database-restructuring activities. Work with users and information systems development staff to determine data storage and access requirements.
- Education:* Bachelor's Degree or equivalent in Electrical Engineering, Mechanical Engineering, Computer Science, Management Information Systems, Systems Engineering or Electrical Engineering Technology.

Cloud Database Specialist (Intermediate)

- Qualifications:* Four (4) years experience in providing technical expertise and guidance in the definition, control, integrity, operations, and management of cloud-based database management systems. Duties include, but are not limited to, evaluation and recommendation of products and services. Possesses detail understanding and training in applicable database administration practices and tools for the specific project and environment (e.g. MS Access™, MS SQL Server™, Oracle™, etc).
- Functional Responsibility:* Guide the development and management of database system development projects. Provide technical expertise and guidance in the logical and physical database design, development, transition, operation, and maintenance of database management systems. Conduct management studies and define data requirements. Evaluate the data processing techniques, database management, and management information system concepts and applications as they relate to customer information needs and goals. Define all required database administration policies, procedures, standards, and guidelines.
- Education:* Bachelor's Degree or equivalent in Business Administration, Computer Science, Engineering, Management Information Systems, or Mathematics.

Cloud Database Specialist (Junior)

- Qualifications:* At a minimum should have relevant work experience within the last three (3) years in current cloud-based database management systems technologies, application design utilizing various database management systems, and experience with database management systems internals.

	Experience should demonstrate the ability to meet the duties described below.
<i>Functional Responsibility:</i>	Acts as a project member in the design and installation of database applications. Ensures appropriate linkages to existing databases and data processing systems. Ensures adequate security and recovery procedures are included in all data base designs. Directs the training of user groups in the protocols involved in updating and accessing the database. Monitors database transactions to ensure correct usage of the database. Provides technical expertise on the database system to user and data processing personnel.
<i>Education:</i>	Bachelor's Degree or equivalent in Business Administration, Computer Science, Engineering, Management Information Systems, or Mathematics. Or equivalent experience in a related field.

Cloud Enterprise Architect

<i>Qualifications:</i>	Ten (10) years of experience in the development and maintenance of cloud-based systems, Integration Tier, Security, Standards compliance, business activity monitoring, systems design, system analysis, and development. Experience in defining and implementing a systems architecture using a combination of COTS processing, networking and data storage components into an embedded solution.
<i>Functional Responsibility:</i>	Provides high-level architectural expertise to managers and technical staff. Develops architectural products and deliverables for the enterprise and operational business lines. Develops strategy of system and the design infrastructure necessary to support that strategy. Advises on selection of technological purchases with regards to processing, data storage, data access, and applications development. Sets standards for the client/server relational structure for the organization (SQL, ORACLE, SYBASE, etc.). Advises of feasibility of potential future projects to management.
<i>Education:</i>	Bachelor's Degree or equivalent in Electrical Engineering, Mechanical Engineering, Computer Science, Management Information Systems, Systems Engineering or Electrical Engineering Technology.

Cloud Helpdesk Specialist (Senior)

<i>Qualifications:</i>	Minimum six (6) years experience. Including three (3) year of experience includes knowledge of PC operating systems, e.g., DOS, Windows, as well as networking and mail standards and work on a help desk. Demonstrated ability to communicate orally and in writing and a positive customer service attitude.
<i>Functional Responsibility:</i>	Leads helpdesk and support team and facilitates higher level support. Provides phone and in-person oversight support to users in the areas of e-mail, directories, standard Windows desktop applications, and other applications. May serve as the follow on point of contact for troubleshooting network applications, and hardware/software PC and printer problems.
<i>Education:</i>	BS/BA or appropriate experience. Two (2) years experience is equivalent to one (1) year of education (i.e. four (4) years experience is equivalent to an Associate's degree.)

Cloud Helpdesk Specialist (Intermediate)

<i>Qualifications:</i>	Minimum four (4) years experience. Including one (1) year of experience includes knowledge of PC operating systems, e.g., DOS, Windows, as well as networking and mail standards and work on a help desk. Demonstrated ability to communicate orally and in writing and a positive customer service attitude.
<i>Functional Responsibility:</i>	Provides phone and in-person support to users in the areas of e-mail, directories, standard Windows desktop applications, and other applications. May serve as the initial point of contact for troubleshooting network applications, and hardware/software PC and printer problems.
<i>Education:</i>	BS/BA or appropriate experience. Two (2) years experience is equivalent to one (1) year of education (i.e. four (4) years experience is equivalent to an Associate's degree.)

Cloud Helpdesk Specialist (Junior)

Qualifications: Minimum two (2) years experience. Including one (1) year of experience includes knowledge of PC operating systems, e.g., DOS, Windows, as well as networking and mail standards and work on a help desk. Demonstrated ability to communicate orally and in writing and a positive customer service attitude.

Functional Responsibility: Provides phone and in-person support to users in the areas of e-mail, directories, standard Windows desktop applications, and other applications. May serve as the initial point of contact for troubleshooting network applications, and hardware/software PC and printer problems.

Education: A.A. /A.S. degree in related field. Two (2) years experience is equivalent to one (1) year of education (i.e. four (4) years experience is equivalent to an Associate's degree.)

Cloud Information Assurance/Security Specialist (Senior)

Qualifications: A cloud-based Information Security Specialist has at least six (6) years of total experience and at least two (2) years specialized project experience or formal training.

Functional Responsibility: Formulates and assesses I/T security policy to include business impact. Prepares security plans for employing enterprise-wide security architecture to include the design of cryptographic solutions. Develops integrated security services management. Executes security awareness training. Assesses and audits network penetration testing anti virus planning assistance, risk analysis and incident response. Provides security engineering support for application development (including system security certifications and project evaluations). This may include the development, design and implementation of firewalls, and evaluation, review and test of security code. Experience with several architectures and platforms in an integrated environment.

Education: Master's Degree in related discipline or equivalent. Six (6) years of general experience is considered equivalent to a Master's Degree.

Cloud Information Assurance/Security Specialist (Intermediate)

Qualifications: A cloud-based Information Security Specialist Intermediate has at least four (4) years of total experience and at least two (2) years specialized project experience or formal training.

Functional Responsibility: Formulates and assesses I/T security policy to include business impact. Prepares security plans for employing enterprise-wide security architecture to include the design of cryptographic solutions. Develops integrated security services management. Executes security awareness training. Assesses and audits network penetration testing anti virus planning assistance, risk analysis and incident response. Provides security engineering support for application development (including system security certifications and project evaluations). This may include the development, design and implementation of firewalls, and evaluation, review and test of security code. Experience with several architectures and platforms in an integrated environment.

Education: Bachelor's Degree in related discipline or equivalent. Six (6) years of general experience is considered equivalent to a Bachelor's Degree.

Cloud Information Assurance/Security Specialist (Junior)

- Qualifications:* A cloud-based Information Security Specialist Junior has from one (1) to three (3) years of total experience and at least six (6) months specialized project experience or formal training.
- Functional Responsibility:* Formulates and assesses I/T security policy to include business impact. Prepares security plans for employing enterprise-wide security architecture to include the design of cryptographic solutions. Develops integrated security services management. Executes security awareness training. Assesses and audits network penetration testing anti virus planning assistance, risk analysis and incident response. Provides security engineering support for application development (including system security certifications and project evaluations). This may include the development, design and implementation of firewalls, and evaluation, review and test of security code. Experience with several architectures and platforms in an integrated environment. Significant knowledge of the field and the ability to work independently on typical assignments.
- Education:* Bachelor's Degree in related discipline or equivalent. Six (6) years of general experience is considered equivalent to a Bachelor's Degree.

Cloud Microsoft Consulting Services SME II

- Qualifications:* Minimum 9+ years experience in expertise in cloud-based Microsoft services as well as business solutions deployment for professional service companies including consulting, IT service, architecture, engineering, or other project-centric organizations. Expert in Microsoft specific software such as SharePoint, Exchange, Skype, Active Directory, and others.
- Functional Responsibility:* This individual will have familiarity with Microsoft in one or more of the following areas: Microsoft Solutions Framework, product futures, and relevant Certified Training in infrastructure and/or development areas associated with Microsoft's products.
- Education:* Bachelor's Degree or equivalent industry experience and certifications.

Cloud Microsoft Consulting Services SME I

- Qualifications:* Minimum 7+ years experience in expertise in cloud-based Microsoft services as well as business solutions deployment for professional service companies including consulting, IT service, architecture, engineering, or other project-centric organizations. Expert in Microsoft specific software such as SharePoint, Exchange, Skype, Active Directory, and others.
- Functional Responsibility:* This individual will have familiarity with Microsoft in one or more of the following areas: Microsoft Solutions Framework, product futures, and relevant Certified Training in infrastructure and/or development areas associated with Microsoft's products.
- Education:* Bachelor's Degree or equivalent industry experience and certifications.

Cloud Network Engineer (Senior)

- Qualifications:* Requires expert knowledge of LAN/WAN systems, networks, and applications. Requires six years of experience.
- Functional Responsibility:* Assists in the development and maintenance of cloud-based network communications. Uses knowledge of LAN/WAN systems to help design and install internal and external networks. Tests and evaluates network systems to eliminate problems and make improvements. May require a bachelor's degree and at least 6 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager.
- Education:* Bachelor's Degree in Computer Science or equivalent experience.

Cloud Network Engineer (Intermediate)

- Qualifications:* Three (3) years

Functional Responsibility: Assists in the development and maintenance of cloud-based network communications. Uses knowledge of LAN/WAN systems to help design and install internal and external networks. Tests and evaluates network systems to eliminate problems and make improvements. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager. Network engineering experience and knowledge of LAN/WAN systems, networks, and applications preferred.

Education: Bachelor's degree

Cloud Network Engineer (Junior)

Qualifications: 2 years of general experience.

Functional Responsibility: Under supervision performs a variety of network engineering tasks which are broad in nature and are concerned with the design and implementation of integrated networks, including personal, hardware, software and support facilities and/or equipment. Installs; configures and maintains software in a client/server networked environment. Installs local area networks (LANs) as well as wide area networks (WANs.) Selects, orders and installs equipment at Customer field sites. This activity includes the installation of infrastructure and equipment, operating systems and user software, as well as maintenance and exercise support. Installs infrastructures including routers, hubs, and interconnections. Assists in providing technical documentation to support installation activities. Assists with Customer on-site surveys. Participates in the preparation of drawings and reports documenting and recording on-site activities. Interfaces with customers, end users and team members for site activities as directed. Performs systems checkout/test and introductory training as required. Perform trips to customer sites for installations, surveys and audits. Relative experience in performing a variety of cloud-based networks engineering tasks, which are broad in nature

Education: Bachelor's Degree. 6 years of general experience can be supplemented for a Bachelor's Degree.

Cloud Program Manager (Principal)

Qualifications: Twelve (12) years of experience performing tasks focused on the leadership and/or task management of information systems engineering or systems integration projects and at least ten (10) years of technical experience in software engineering, Management information systems, and/or information security engineering or related program capacity.

Functional Responsibility: Responsible for the performance of programs, projects, or subsystems of major programs or projects. Directs all phases of programs/projects from inception through completion. Coordinates the preparation of project plans, milestones, and operating budgets. Acts as primary customer contact for program activity, leading program review sessions with customer to discuss cost, schedule and technical performance. Establishes design concepts, criteria and engineering efforts for product research, development integration and test. Establishes milestones and monitors adherence to master plans and schedules. Identifies program problems and obtain solutions. Directs the work of technical, analytical, architectural and administrative assignments to the project or program.

Education: Master's Degree or equivalent experience in Electrical Engineering, Mechanical Engineering, Computer Science, Management Information Systems, Systems Engineering, Electrical Engineering Technology, or program-related Masters.

Cloud Program Manager (Senior)

Qualifications: Eight (8) years of experience performing tasks focused on the leadership and/or task management of information systems engineering or systems integration projects and at least ten (10) years of technical experience in a software engineering, Management information systems, and/or information security engineering or related program capacity.

Functional Consults with the client to ensure conformity to project and contractual obligations for, but not

Responsibility: limited to, IT projects/initiatives. Must be familiar with all phases of the systems development life cycle (i.e., identification, design, development, implementation, & maintenance of automated systems.) Oversees the analysis, design and development of new systems and system enhancements. Approves documentation standards, system specifications, feasibility and justification reports, and policy recommendations. Oversees the development and installation of techniques and procedures to implement policy decisions with regard to organizational structures, program evaluation and productivity improvements. Establishes and maintains technical and financial reports in order to show progress of projects to management and customers. Organizes and assigns responsibilities to subordinates and oversees the successful completion of all assigned IT tasks. Ensures the development, maintenance and implementation of Program Management Plans and Technical Specifications Plan; documents that guide the performance of all functional and technical activities performed. Ensures that maximum service is obtained from all operations through efficient use of personnel and equipment. Simultaneously plans and manages diverse and highly technical projects. Responsible for leading and performing IT training of line personnel on the project approach, techniques, software, hardware, etc.

Education: Bachelor's Degree in an associated discipline.

Cloud Program Manager (Intermediate)

Qualifications: Six (6) years

Functional Responsibility: Consults with the client to ensure conformity to project and contractual obligations for, but not limited to, IT projects/initiatives. Must be familiar with all phases of the systems development life cycle (i.e., identification, design, development, implementation, & maintenance of automated systems.) Oversees the analysis, design and development of new systems and system enhancements. Approves documentation standards, system specifications, feasibility and justification reports, and policy recommendations. Oversees the development and installation of techniques and procedures to implement policy decisions with regard to organizational structures, program evaluation and productivity improvements. Establishes and maintains technical and financial reports in order to show progress of projects to management and customers. Organizes and assigns responsibilities to subordinates and oversees the successful completion of all assigned IT tasks. Ensures the development, maintenance and implementation of Program Management Plans and Technical Specifications Plan; documents that guide the performance of all functional and technical activities performed. Experience performing tasks focused on the leadership and/or task management of information systems engineering or systems integration projects preferred.

Education: Bachelor's Degree

Cloud Program Manager (Junior)

Qualifications: Four (4) years of experience performing tasks focused on the leadership and/or task management of information systems engineering or systems integration projects and at least four (4) years of technical experience in a software engineering, Management information systems, and/or information security engineering or related program capacity.

Functional Responsibility: Consults with the client to ensure conformity to project and contractual obligations for, but not limited to, IT projects/initiatives. Must be familiar with all phases of the systems development life cycle (i.e., identification, design, development, implementation, & maintenance of automated systems.) Oversees the analysis, design and development of new systems and system enhancements. Approves documentation standards, system specifications, feasibility and justification reports, and policy recommendations. Oversees the development and installation of techniques and procedures to implement policy decisions with regard to organizational structures, program evaluation and productivity improvements. Establishes and maintains technical and financial reports in order to show progress of projects

to management and customers. Organizes and assigns responsibilities to subordinates and oversees the successful completion of all assigned IT tasks. Ensures the development, maintenance and implementation of Program Management Plans and Technical Specifications Plan; documents that guide the performance of all functional and technical activities performed. Ensures that maximum service is obtained from all operations through efficient use of personnel and equipment. Simultaneously plans and manages diverse and highly technical projects. Responsible for leading and performing IT training of line personnel on the project approach, techniques, software, hardware, etc.

Education: Bachelor's Degree in an associated discipline.

Cloud Quality Assurance Manager

Qualifications: Eight (8) years

Functional Provides management and oversight of quality assurance and quality control activities.

Responsibility: Performs development of project Quality Assurance Plan and the implementation of procedures that conforms project requirements. Provides independent assessment of how the project's development and implementation process is compliant with the defined process, and recommends methods to optimize the organization's process. Responsible for all activities involving quality assurance and compliance with applicable regulatory requirements. Conducts audits and reviews/analyzes data and documentation. Develops and implements procedures and test plans for assuring quality in a system development environment which supports large databases and applications. Experience in quality assurance or quality control preferred.

Education: Bachelor's degree

Cloud Quality Assurance Specialist (Senior)

Qualifications: Six (6) years

Functional Provides development of project Quality Assurance Plan and the implementation of

Responsibility: procedures that conforms project requirements. Provides independent assessment of how the project's development and implementation process is compliant with the defined process, and recommends methods to optimize the organization's process. May be responsible for all activities involving quality assurance and compliance with applicable regulatory requirements. Conducts audits and reviews/analyzes data and documentation. Develops and implements procedures and test plans for assuring quality in a system development environment which supports large databases and applications. Experience in quality assurance or quality control preferred.

Education: Bachelor's degree

Cloud Quality Assurance Specialist (Intermediate)

Qualifications: Four (4) years

Functional Provides execution of project Quality Assurance Plan and the implementation of procedures

Responsibility: that conforms project requirements. Provides independent assessment of how the project's development and implementation process is compliant with the defined process, and recommends methods to optimize the organization's process. May be responsible for all activities involving quality assurance and compliance with applicable regulatory requirements. Conducts audits and reviews/analyzes data and documentation. Develops and implements procedures and test plans for assuring quality in a system development environment which supports large databases and applications. Experience in quality assurance or quality control preferred.

Education: Bachelor's degree

Cloud Quality Assurance Specialist (Junior)

Qualifications: Zero (0) years

Functional Responsibility: Provides execution of project Quality Assurance Plan and the implementation of procedures that conforms project requirements. With oversight responsible for activities involving quality assurance and compliance with applicable regulatory requirements. Conducts audits and reviews/analyzes data and documentation. Develops and implements procedures and test plans for assuring quality in a system development environment which supports large databases and applications. Experience in project or quality review and assessment preferred.

Education: Associate's degree

Cloud Security Analyst (Senior)

Qualifications: Seven (7) years

Functional Responsibility: Provides technical expertise determining enterprise information assurance and cyber security standards. Develops and implements information assurance/security standards and procedures. Coordinates, develops, and evaluates security programs. Recommends information assurance/security solutions to support customers' requirements. Identifies, reports, and resolves cyber security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in functional and systems analysis and requirements analysis in a specialized IT area preferred.

Education: Bachelor's degree

Cloud Security Analyst (Intermediate)

Qualifications: Four (4) years

Functional Responsibility: Provides technical expertise determining information assurance and cyber security standards. Develops and implements information assurance/security standards and procedures. Recommends information assurance/security solutions to support customers' requirements. Identifies, reports, and resolves cyber security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in functional and systems analysis and requirements analysis in a specialized IT area preferred.

Education: Bachelor's degree

Cloud Security Analyst (Junior)

Qualifications: One (1) year

Functional Responsibility: Recommends information assurance/security solutions to support customers' requirements. Identifies, reports, and resolves cyber security violations. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in functional and systems analysis preferred.

Education: Associate's degree

Cloud SharePoint Architect/Developer

Qualifications: Five (5) years

Functional Designs and develops SharePoint systems to accomplish functions in an optimum manner.

Responsibility: Develops plans for systems from project inception to completion. Analyzes the problem and the information to be processed and defines the solution. Designs and builds user interfaces for SharePoint sites using a variety of techniques, and tools. Ensures that the "look and feel" supports the organization's strategies and goals and facilitates user interaction with the system. SharePoint Development experience preferred.

Education: Bachelor's degree

Cloud Software Development Engineer (Principal)

Qualifications: Eight (8) years

Functional Provides supervisory technical and administrative direction for personnel performing

Responsibility: software development tasks, including the review of work products for correctness, adherence to the design concept and to user standards, and for progress in accordance with schedules. Analyzes requirements for computer capabilities and determining system functions. Coordinates with Contractor Program Manager and Government Project Manager to ensure problem solution and user satisfaction. Prepares and delivers presentations on the system concept to colleagues, subordinates and user representatives. Systems analysis/programming experience preferred.

Education: Master's degree

Cloud Software Development Engineer (Senior)

Qualifications: Six (6) years

Functional Provides supervisory technical and administrative direction for personnel performing cloud-

Responsibility: based software development tasks, including the review of work products for correctness, adherence to the design concept and to user standards, and for progress in accordance with schedules. Analyzes requirements for computer capabilities and determining system functions. Coordinates with Contractor Program Manager and Government Project Manager to ensure problem solution and user satisfaction. Prepares and delivers presentations on the system concept to colleagues, subordinates and user representatives. Systems analysis/programming experience preferred. Independent analysis/programming experience, with complete responsibility for tasks involving analysis, programming and implementation preferred.

Education: Bachelor's degree

Cloud Software Development Engineer (Intermediate)

Qualifications: Four (4) years

Functional Designs and documents data systems to accomplish cloud-based system functions in an

Responsibility: optimum manner. Develops plans for IT systems from project inception to completion. Analyzes the problem and the information to be processed and defines the solution. Develops computer programs and functions that meet the system design efficiently and that provide for ease of maintenance. Develops computer programs in a suitable language in conformance with programming standards. Systems analysis/programming experience preferred. Independent analysis/programming experience, with complete responsibility for tasks involving analysis, programming and implementation preferred.

Education: Bachelor's degree

Cloud Software Development Engineer (Junior)

Qualifications: One (1) year
Functional Responsibility: Designs and documents cloud-based data systems to accomplish system functions in an optimum manner. Develops plans for IT systems from project inception to completion. Analyzes the problem and the information to be processed and defines the solution. Develops computer programs and functions that meet the system design efficiently and that provide for ease of maintenance. Develops computer programs in a suitable language in conformance with programming standards. Systems analysis/programming experience preferred.
Education: Bachelor's degree

Cloud Subject Matter Expert (Senior)

Qualifications: Ten (10) years
Functional Responsibility: Recognized for technical knowledge and judgment in a technical field with proficiency in relevant cloud-based engineering principles and practices as required for technically complex assignments. Develops solutions to difficult problems. Generates concepts as evidenced by product or process improvement. Uses engineering/scientific tools to integrate requirements and solve technical problems. Utilizes tools, techniques, processes and/or facilities such as state-of-the-art simulation environments, laboratories, and test facilities. Leads engineering team activities in a specialized engineering or technology subject area. Leads technical planning activities and provides technical guidance. Experience in technical functional areas preferred.
Education: Bachelor's degree

Cloud Subject Matter Expert (Intermediate)

Qualifications: This position typically requires eight years of experience in functional areas such those described above.
Functional Responsibility: Recognized for technical knowledge and judgment in a technical field with proficiency in relevant cloud-based engineering principals and practices as required for technically complex assignments. Develops solutions to difficult problems. Generates concepts as evidenced by product or process improvement. Uses engineering/scientific tools to integrate requirements and solve technical problems. Utilizes tools, techniques, processes and/or facilities such as state-of-the-art simulation environments, laboratories, and test facilities. Leads engineering team activities in a specialized engineering or technology subject area. Contributes to the technical planning process and provides technical guidance.
Education: Bachelor's degree or equivalent in Engineering, Science, or other related field.

Cloud Subject Matter Expert (Junior)

Qualifications: This position typically requires four years of experience in functional areas such those described above.
Functional Responsibility: Applies knowledge in a technical field with proficiency in relevant cloud-based engineering principals and practices. Implements solutions to difficult problems. Generates concepts as evidenced by product or process improvement. Uses engineering/scientific tools to integrate requirements and solve technical problems. Utilizes tools, techniques, processes and/or facilities such as state-of-the-art simulation environments, laboratories, and test facilities. Participates in engineering team activities in a specialized engineering or technology subject area. Contributes to the technical planning process and provides technical guidance.
Education: Bachelor's degree or equivalent in Engineering, Science, or other related field.

Cloud Systems Administrator (Senior)

Qualifications: Five (5) years

Functional Responsibility: Provides technical support for implementation, administration, troubleshooting and maintenance of IT systems. Manages IT system infrastructure and processes related to these systems. Provides support to IT systems including: day-to-day operations, monitoring and problem resolution for all of the client problems. Provides second level problem identification, diagnosis and resolution of problems. Provides support for the dispatch system and hardware problems and remains involved in the resolution process. Provides support for the escalation and communication of status to agency management and internal customers. Experience in one or more systems and architectures and associated hardware: mainframe, mini, or client/server based. Experience in systems or network oversight preferred.

Education: Bachelor's degree

Cloud Systems Administrator (Intermediate)

Qualifications: Three (3) years

Functional Responsibility: Provides technical support for implementation, administration, troubleshooting and maintenance of IT systems. Manages IT system infrastructure and processes related to these systems. Provides support to IT systems including: day-to-day operations, monitoring and problem resolution for all of the client problems. Provides second level problem identification, diagnosis and resolution of problems. Provides support for the dispatch system and hardware problems and remains involved in the resolution process. Provides support for the escalation and communication of status to agency management and internal customers. Experience in one or more systems and architectures and associated hardware: mainframe, mini, or client/server based. Experience in systems or network oversight preferred.

Education: Bachelor's degree

Cloud Systems Administrator (Junior)

Qualifications: One (1) year

Functional Responsibility: Provides technical support for implementation, administration, troubleshooting and maintenance of IT systems. Provides support to IT systems including: day-to-day operations, monitoring and problem resolution for all of the client problems. Provides second level problem identification, diagnosis and resolution of problems. Provides support for the dispatch system and hardware problems and remains involved in the resolution process. Provides support for the escalation and communication of status to agency management and internal customers. Experience in systems or network administration and operations preferred.

Education: Associate's degree

Cloud Systems Engineer (Senior)

Qualifications: Eight (8) years

Functional Responsibility: Provides highly technical expertise and guidance for performance of tasks where it is needed. Expertise may be in advanced or highly complex IT systems. Performs in all phases of systems development and implementation, with special emphasis on study and analysis, and testing and acceptance phases. Performs evaluation of current IT operations in order to determine multi-year projections for personnel, hardware, and software. Participates in hardware/software evaluations. May be required to act as supervisor on one or more tasks. Supports contract management and systems analysts, as well as Government personnel to ensure that the problem has been properly identified and that the solution shall satisfy the customer's requirements. Provides highly technical expertise and guidance in IT specialties not covered by other specialists. Systems analysis in a specialized IT area(s), e.g. telecommunications, operating systems software, software/hardware integration, software

Education: validation and verification preferred.
Bachelor's degree

Cloud Systems Engineer (Intermediate)

Qualifications: Three (3) years
Functional Provides technical expertise and guidance for performance of tasks where it is needed.
Responsibility: Performs in all phases of systems development and implementation, with special emphasis on study and analysis, and testing and acceptance phases. Performs evaluation of current IT operations in order to determine multi-year projections for personnel, hardware, and software. Participates in hardware/software evaluations. May be required to act as supervisor on one or more tasks. Supports contract management and systems analysts, as well as Government personnel to ensure that the problem has been properly identified and that the solution shall satisfy the customer's requirements. Provides highly technical expertise and guidance in IT specialties not covered by other specialists. Systems analysis in a specialized IT area(s), e.g. telecommunications, operating systems software, software/hardware integration, software validation and verification preferred.
Education: Bachelor's degree

Cloud Systems Engineer (Junior)

Qualifications: One (1) year
Functional Performs in all phases of systems development and implementation, with special emphasis on study and analysis, and testing and acceptance phases. Performs evaluation of current IT operations in order to determine multi-year projections for personnel, hardware, and software. Participates in hardware/software evaluations. Supports systems analysts, as well as Government personnel to ensure that the problem has been properly identified and that the solution shall satisfy the customer's requirements. Provides technical expertise and guidance in IT specialties not covered by other specialists. Systems analysis in a specialized IT area(s), e.g. telecommunications, operating systems software, software/hardware integration, software validation and verification preferred.
Education: Bachelor's degree

Cloud Technical Writer (Senior)

Qualifications: Five (5) years
Functional Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Oversees staff developing technical documents and workflows. Experience developing and providing technical and end-user documents on technical services, computer hardware and application software preferred.
Education: Bachelor's Degree

Cloud Technical Writer (Intermediate)

Qualifications: 0-2 years experience in developing and providing technical and end-user training on computer hardware and application software.
Functional Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document. May require a bachelor's degree in a related area and 0-2 years of experience in the field or in a related area. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment. Works under immediate supervision; typically reports to a supervisor or manager.

Education: Bachelor's Degree or equivalent in Business Administration, Computer Science, Engineering, Journalism, Literature, Management Information Systems, or Mathematics.

Cloud Technical Writer (Junior)

Qualifications: Zero (0) years
Functional Responsibility: May be responsible for coordinating the display of graphics and the production of the document. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment. Works under immediate supervision; typically reports to a supervisor or manager. Experience developing and providing technical and end-user documents on technical services, computer hardware and application software preferred.
Education: Associate's Degree

Cloud Test Engineer (Senior)

Qualifications: Five (5) years
Functional Responsibility: Provides subject matter expertise-level testing proficiency to support requirements of complex software/hardware applications. Directs and participates in all phases of system and application assessments and software/hardware development with emphasis on analysis of user requirements, test design, and test tools selection. Manages the test design and documentation to support all applicable client, agency, or industry standards schedules and budgets. Ensures program managers are fully informed of testing status and application deviations from documented user requirements. Experience in a computer-related field including progressive experience in performing software testing for complex to highly complex software hardware applications and/or systems preferred.
Education: Bachelor's degree

Cloud Test Engineer (Intermediate)

Qualifications: Two (2) years
Functional Responsibility: Provides testing proficiency to support requirements of complex software/hardware applications. Directs and participates in all phases of system and application assessments and software/hardware development with emphasis on analysis of user requirements, test design, and test tools selection. Manages the test design and documentation to support all applicable client, agency, or industry standards schedules and budgets. Ensures program managers are fully informed of testing status and application deviations from documented user requirements. Experience in a computer-related field including progressive experience in performing software testing for complex software hardware applications and/or systems preferred.
Education: Bachelor's degree

Cloud Test Engineer (Junior)

Qualifications: Zero (0) years
Functional Responsibility: Provides testing to support requirements of complex software/hardware applications. Participates in system and application assessments and software/hardware development with emphasis on analysis of user requirements, test design, and test tools selection. Participates in test design and documentation to support all applicable client, agency, or industry standards schedules and budgets. Ensures program managers are fully informed of testing status and application deviations from documented user requirements. Experience in a computer-related field including progressive experience in performing software testing for complex software hardware applications and/or systems preferred.
Education: Bachelor's degree

Cloud Training Developer (Senior)

Qualifications: Six (6) years
Functional Assesses, designs, and conceptualizes training scenarios, approaches, objectives, plans, tools, curriculums, and other technologies related to training. Identifies training requirements to include, but not limited to hardware, software, simulations, course assessment and refreshment, computer assisted and adaptive testing, and team and unit assessment and measurement.
Responsibility: Develops and revises training courses. Prepares training catalogs and course materials. Trains personnel by conducting formal classroom courses, workshops, and seminars. Experience in training and training development preferred.
Education: Bachelor's degree

Cloud Training Developer (Intermediate)

Qualifications: Four (4) years
Functional Assesses, designs, and conceptualizes training approaches, objectives, plans, tools, curriculums, and other technologies related to training. Identifies training requirements to include, but not limited to hardware, software, course assessment and refreshment, computer assisted and adaptive testing, and team and unit assessment and measurement. Develops and revises training courses. Prepares course materials. Trains personnel by conducting formal classroom courses, workshops, and seminars. Experience in training and training development preferred.
Education: Bachelor's degree

Cloud Training Developer (Junior)

Qualifications: One (1) year
Functional Assesses, designs, and conceptualizes training approaches, objectives, and curriculums related to training. Identifies training requirements to include, but not limited to hardware, software, course assessment and refreshment, computer assisted and adaptive testing, and team and unit assessment and measurement. Develops and revises training courses. Prepares course materials. Trains personnel by conducting formal classroom courses, workshops, and seminars. Experience in training and training development preferred.
Education: Bachelor's degree

Cloud Web Developer (Senior)

Qualifications: 6-8 years experience in open source development, HTML, and knowledge of web architecture/development for the web.
Functional Designs and builds user interfaces for web sites using a variety of graphics software applications, techniques, and tools. Interface design includes animation and special-effects elements. Ensures that the "look and feel" supports the organization's strategies and goals and facilitates user interaction with the system.
Education: Bachelors Degree or equivalent.

Cloud Web Developer (Intermediate)

Qualifications: Three (3) years
Functional Designs and builds user interfaces for web sites using a variety of graphics software applications, techniques, and tools. Interface design includes animation and special-effects elements. Ensures that the "look and feel" supports the organization's strategies and goals and facilitates user interaction with the system. Experience in open source development, HTML, and knowledge of web architecture/development for the web preferred.
Education: Bachelor's degree

Cloud Web Developer (Junior)

Qualifications: One (1) year
Functional Designs and builds user interfaces for web sites using a variety of graphics software applications, techniques, and tools. Interface design includes animation and special-effects elements. Ensures that the "look and feel" supports the organization's strategies and goals and facilitates user interaction with the system. Experience in open source development, HTML, and knowledge of web architecture/development for the web preferred.
Responsibility:
Education: Bachelor's degree

SIN 132-40/RC/STLOC GOVERNMENT SITE RATES:

Labor Category	4/24/2019 - 4/23/2020 Government Site	4/24/2020 - 4/23/2021 Government Site	4/24/2021 - 4/23/2022 Government Site	4/24/2022 - 4/23/2023 Government Site	4/24/2023 - 4/23/2024 Government Site
Cloud Applications Systems Analyst/Programmer (Senior)	\$124.38	\$126.87	\$129.40	\$131.99	\$134.63
Cloud Applications Systems Analyst/Programmer (Intermediate)	\$95.40	\$97.31	\$99.25	\$101.24	\$103.26
Cloud Applications Systems Analyst/Programmer (Junior)	\$80.39	\$82.00	\$83.64	\$85.31	\$87.02
Cloud Business Analyst (Senior)	\$117.48	\$119.83	\$122.23	\$124.67	\$127.16
Cloud Business Analyst (Intermediate)	\$86.33	\$88.06	\$89.82	\$91.61	\$93.45
Cloud Business Analyst (Junior)	\$75.27	\$76.78	\$78.31	\$79.88	\$81.48
Cloud Business Subject Matter Expert	\$343.83	\$350.71	\$357.72	\$364.87	\$372.17
Cloud Configuration Management Specialist (Senior)	\$101.97	\$104.01	\$106.09	\$108.21	\$110.38
Cloud Configuration Management Specialist (Intermediate)	\$88.15	\$89.92	\$91.71	\$93.55	\$95.42
Cloud Configuration Management Specialist (Junior)	\$66.00	\$67.32	\$68.67	\$70.04	\$71.44
Cloud Cybersecurity Engineer (Senior)	\$189.36	\$193.15	\$197.02	\$200.96	\$204.97
Cloud Cybersecurity Engineer (Intermediate)	\$125.25	\$127.76	\$130.31	\$132.92	\$135.57
Cloud Cybersecurity Engineer (Junior)	\$102.62	\$104.68	\$106.77	\$108.90	\$111.08
Cloud Database Specialist (Principal)	\$166.59	\$169.92	\$173.32	\$176.79	\$180.32
Cloud Database Specialist (Senior)	\$154.90	\$158.00	\$161.16	\$164.38	\$167.67
Cloud Database Specialist (Intermediate)	\$116.35	\$118.67	\$121.05	\$123.47	\$125.94
Cloud Database Specialist (Junior)	\$78.16	\$79.72	\$81.32	\$82.95	\$84.60
Cloud Enterprise Architect	\$176.13	\$179.65	\$183.25	\$186.91	\$190.65
Cloud Helpdesk Specialist (Senior)	\$90.26	\$92.07	\$93.91	\$95.78	\$97.70
Cloud Helpdesk Specialist (Intermediate)	\$69.16	\$70.54	\$71.95	\$73.39	\$74.86
Cloud Helpdesk Specialist (Junior)	\$44.03	\$44.91	\$45.81	\$46.72	\$47.66
Cloud Information Assurance/Security Specialist (Senior)	\$165.12	\$168.42	\$171.79	\$175.23	\$178.73
Cloud Information Assurance/Security Specialist (Intermediate)	\$124.36	\$126.85	\$129.38	\$131.97	\$134.61
Cloud Information Assurance/Security Specialist (Junior)	\$80.39	\$82.00	\$83.64	\$85.31	\$87.02
Cloud Microsoft Consulting Services SME II	\$287.59	\$293.34	\$299.21	\$305.19	\$311.30
Cloud Microsoft Consulting Services SME I	\$258.67	\$263.85	\$269.12	\$274.51	\$280.00
Cloud Network Engineer (Senior)	\$159.50	\$162.69	\$165.94	\$169.26	\$172.65
Cloud Network Engineer (Intermediate)	\$85.93	\$87.65	\$89.40	\$91.19	\$93.01
Cloud Network Engineer (Junior)	\$78.48	\$80.05	\$81.65	\$83.28	\$84.95

Cloud Program Manager (Principal)	\$203.78	\$207.86	\$212.02	\$216.26	\$220.58
Cloud Program Manager (Senior)	\$168.01	\$171.37	\$174.80	\$178.29	\$181.86
Cloud Program Manager (Intermediate)	\$129.50	\$132.09	\$134.73	\$137.43	\$140.17
Cloud Program Manager (Junior)	\$86.58	\$88.31	\$90.07	\$91.88	\$93.71
Cloud Quality Assurance Manager	\$128.37	\$130.94	\$133.56	\$136.23	\$138.95
Cloud Quality Assurance Specialist (Senior)	\$105.75	\$107.87	\$110.02	\$112.22	\$114.47
Cloud Quality Assurance Specialist (Intermediate)	\$95.02	\$96.92	\$98.86	\$100.84	\$102.85
Cloud Quality Assurance Specialist (Junior)	\$77.64	\$79.19	\$80.78	\$82.39	\$84.04
Cloud Security Analyst (Senior)	\$133.36	\$136.03	\$138.75	\$141.52	\$144.35
Cloud Security Analyst (Intermediate)	\$100.02	\$102.02	\$104.06	\$106.14	\$108.26
Cloud Security Analyst (Junior)	\$61.13	\$62.35	\$63.60	\$64.87	\$66.17
Cloud SharePoint Architect/Developer	\$132.47	\$135.12	\$137.82	\$140.58	\$143.39
Cloud Software Development Engineer (Principal)	\$204.27	\$208.36	\$212.52	\$216.77	\$221.11
Cloud Software Development Engineer (Senior)	\$167.93	\$171.29	\$174.72	\$178.21	\$181.77
Cloud Software Development Engineer (Intermediate)	\$122.40	\$124.85	\$127.34	\$129.89	\$132.49
Cloud Software Development Engineer (Junior)	\$100.45	\$102.46	\$104.51	\$106.60	\$108.73
Cloud Subject Matter Expert (Senior)	\$187.44	\$191.19	\$195.01	\$198.91	\$202.89
Cloud Subject Matter Expert (Intermediate)	\$176.13	\$179.65	\$183.25	\$186.91	\$190.65
Cloud Subject Matter Expert (Junior)	\$121.93	\$124.37	\$126.86	\$129.39	\$131.98
Cloud Systems Administrator (Senior)	\$105.85	\$107.97	\$110.13	\$112.33	\$114.58
Cloud Systems Administrator (Intermediate)	\$88.29	\$90.06	\$91.86	\$93.69	\$95.57
Cloud Systems Administrator (Junior)	\$65.26	\$66.57	\$67.90	\$69.25	\$70.64
Cloud Systems Engineer (Senior)	\$172.90	\$176.36	\$179.89	\$183.48	\$187.15
Cloud Systems Engineer (Intermediate)	\$136.30	\$139.03	\$141.81	\$144.64	\$147.54
Cloud Systems Engineer (Junior)	\$92.68	\$94.53	\$96.42	\$98.35	\$100.32
Cloud Technical Writer (Senior)	\$85.33	\$87.04	\$88.78	\$90.55	\$92.36
Cloud Technical Writer (Intermediate)	\$76.48	\$78.01	\$79.57	\$81.16	\$82.78
Cloud Technical Writer (Junior)	\$48.45	\$49.42	\$50.41	\$51.42	\$52.44
Cloud Test Engineer (Senior)	\$100.20	\$102.20	\$104.25	\$106.33	\$108.46
Cloud Test Engineer (Intermediate)	\$77.18	\$78.72	\$80.30	\$81.90	\$83.54
Cloud Test Engineer (Junior)	\$55.65	\$56.76	\$57.90	\$59.06	\$60.24
Cloud Training Developer (Senior)	\$107.96	\$110.12	\$112.32	\$114.57	\$116.86
Cloud Training Developer (Intermediate)	\$89.99	\$91.79	\$93.63	\$95.50	\$97.41
Cloud Training Developer (Junior)	\$78.00	\$79.56	\$81.15	\$82.77	\$84.43
Cloud Web Developer (Senior)	\$116.19	\$118.51	\$120.88	\$123.30	\$125.77
Cloud Web Developer (Intermediate)	\$89.99	\$91.79	\$93.63	\$95.50	\$97.41
Cloud Web Developer (Junior)	\$78.00	\$79.56	\$81.15	\$82.77	\$84.43

SIN 132-40/RC/STLOC CONTRACTOR SITE RATES:

Labor Category	4/24/2019 - 4/23/2020 Contractor Site	4/24/2020 - 4/23/2021 Contractor Site	4/24/2021 - 4/23/2022 Contractor Site	4/24/2022 - 4/23/2023 Contractor Site	4/24/2023 - 4/23/2024 Contractor Site
Cloud Applications Systems Analyst/Programmer (Senior)	-	-	-	-	-
Cloud Applications Systems Analyst/Programmer (Intermediate)	-	-	-	-	-
Cloud Applications Systems Analyst/Programmer (Junior)	-	-	-	-	-
Cloud Business Analyst (Senior)	-	-	-	-	-
Cloud Business Analyst (Intermediate)	-	-	-	-	-
Cloud Business Analyst (Junior)	\$84.52	\$86.21	\$87.93	\$89.69	\$91.49
Cloud Business Subject Matter Expert	-	-	-	-	-
Cloud Configuration Management Specialist (Senior)	\$112.18	\$114.42	\$116.71	\$119.05	\$121.43
Cloud Configuration Management Specialist (Intermediate)	\$98.99	\$100.97	\$102.99	\$105.05	\$107.15
Cloud Configuration Management Specialist (Junior)	\$72.59	\$74.04	\$75.52	\$77.03	\$78.57
Cloud Cybersecurity Engineer (Senior)	\$222.58	\$227.03	\$231.57	\$236.20	\$240.93
Cloud Cybersecurity Engineer (Intermediate)	\$146.24	\$149.16	\$152.15	\$155.19	\$158.29
Cloud Cybersecurity Engineer (Junior)	\$123.20	\$125.66	\$128.18	\$130.74	\$133.36
Cloud Database Specialist (Principal)	-	-	-	-	-
Cloud Database Specialist (Senior)	-	-	-	-	-
Cloud Database Specialist (Intermediate)	-	-	-	-	-
Cloud Database Specialist (Junior)	-	-	-	-	-
Cloud Enterprise Architect	-	-	-	-	-
Cloud Helpdesk Specialist (Senior)	-	-	-	-	-
Cloud Helpdesk Specialist (Intermediate)	-	-	-	-	-
Cloud Helpdesk Specialist (Junior)	-	-	-	-	-
Cloud Information Assurance/Security Specialist (Senior)	-	-	-	-	-
Cloud Information Assurance/Security Specialist (Intermediate)	-	-	-	-	-
Cloud Information Assurance/Security Specialist (Junior)	-	-	-	-	-
Cloud Microsoft Consulting Services SME II	-	-	-	-	-
Cloud Microsoft Consulting Services SME I	-	-	-	-	-
Cloud Network Engineer (Senior)	-	-	-	-	-
Cloud Network Engineer (Intermediate)	\$94.51	\$96.40	\$98.33	\$100.29	\$102.30
Cloud Network Engineer (Junior)	-	-	-	-	-

Cloud Program Manager (Principal)	-	-	-	-	-
Cloud Program Manager (Senior)	-	-	-	-	-
Cloud Program Manager (Intermediate)	\$148.51	\$151.48	\$154.51	\$157.60	\$160.75
Cloud Program Manager (Junior)	-	-	-	-	-
Cloud Quality Assurance Manager	\$147.81	\$150.77	\$153.78	\$156.86	\$159.99
Cloud Quality Assurance Specialist (Senior)	\$116.33	\$118.66	\$121.03	\$123.45	\$125.92
Cloud Quality Assurance Specialist (Intermediate)	\$100.34	\$102.35	\$104.39	\$106.48	\$108.61
Cloud Quality Assurance Specialist (Junior)	\$85.39	\$87.10	\$88.84	\$90.62	\$92.43
Cloud Security Analyst (Senior)	\$149.36	\$152.35	\$155.39	\$158.50	\$161.67
Cloud Security Analyst (Intermediate)	\$112.02	\$114.26	\$116.55	\$118.88	\$121.25
Cloud Security Analyst (Junior)	\$68.46	\$69.83	\$71.23	\$72.65	\$74.10
Cloud SharePoint Architect/Developer	\$145.71	\$148.62	\$151.60	\$154.63	\$157.72
Cloud Software Development Engineer (Principal)	\$235.71	\$240.42	\$245.23	\$250.14	\$255.14
Cloud Software Development Engineer (Senior)	\$192.00	\$195.84	\$199.76	\$203.75	\$207.83
Cloud Software Development Engineer (Intermediate)	\$142.91	\$145.77	\$148.68	\$151.66	\$154.69
Cloud Software Development Engineer (Junior)	\$118.07	\$120.43	\$122.84	\$125.30	\$127.80
Cloud Subject Matter Expert (Senior)	\$206.18	\$210.30	\$214.51	\$218.80	\$223.18
Cloud Subject Matter Expert (Intermediate)	-	-	-	-	-
Cloud Subject Matter Expert (Junior)	-	-	-	-	-
Cloud Systems Administrator (Senior)	\$116.44	\$118.77	\$121.14	\$123.57	\$126.04
Cloud Systems Administrator (Intermediate)	\$97.12	\$99.06	\$101.04	\$103.06	\$105.13
Cloud Systems Administrator (Junior)	\$71.78	\$73.22	\$74.68	\$76.17	\$77.70
Cloud Systems Engineer (Senior)	\$199.10	\$203.08	\$207.14	\$211.29	\$215.51
Cloud Systems Engineer (Intermediate)	\$156.96	\$160.10	\$163.30	\$166.57	\$169.90
Cloud Systems Engineer (Junior)	\$103.80	\$105.88	\$107.99	\$110.15	\$112.36
Cloud Technical Writer (Senior)	\$93.86	\$95.74	\$97.65	\$99.60	\$101.60
Cloud Technical Writer (Intermediate)	-	-	-	-	-
Cloud Technical Writer (Junior)	\$53.30	\$54.37	\$55.45	\$56.56	\$57.69
Cloud Test Engineer (Senior)	\$110.22	\$112.42	\$114.67	\$116.97	\$119.31
Cloud Test Engineer (Intermediate)	\$84.90	\$86.60	\$88.33	\$90.10	\$91.90
Cloud Test Engineer (Junior)	\$61.21	\$62.43	\$63.68	\$64.96	\$66.26
Cloud Training Developer (Senior)	\$118.77	\$121.15	\$123.57	\$126.04	\$128.56
Cloud Training Developer (Intermediate)	\$98.99	\$100.97	\$102.99	\$105.05	\$107.15
Cloud Training Developer (Junior)	\$85.81	\$87.53	\$89.28	\$91.06	\$92.88
Cloud Web Developer (Senior)	-	-	-	-	-
Cloud Web Developer (Intermediate)	\$98.99	\$100.97	\$102.99	\$105.05	\$107.15
Cloud Web Developer (Junior)	\$85.81	\$87.53	\$89.28	\$91.06	\$92.88

TERMS AND CONDITIONS APPLICABLE TO HIGHLY ADAPTIVE CYBERSECURITY SERVICES (HACS) (SPECIAL ITEM NUMBER 132-45

1. SCOPE

- a) The labor categories, prices, terms and conditions stated under Special Item Number 132-45 Highly Adaptive Cybersecurity Services (HACS) apply exclusively to Highly Adaptive Cybersecurity Services within the scope of this Information Technology Schedule.
- b) Services under this SIN are limited to Highly Adaptive Cybersecurity Services only. Software and hardware products are under different Special Item Numbers on IT Schedule 70 (e.g. 132-32, 132-33, 132-8), and may be quoted along with services to provide a total solution.
- c) This SIN provides ordering activities with access to Highly Adaptive Cybersecurity services only.
- d) Highly Adaptive Cybersecurity Services provided under this SIN shall comply with all Cybersecurity certifications and industry standards as applicable pertaining to the type of services as specified by ordering agency.
- e) SCOPE:
132-45 Highly Adaptive Cybersecurity Services (HACS)
- SUBJECT TO COOPERATIVE PURCHASING -
includes proactive and reactive cybersecurity services that improve the customer's enterprise-level security posture.

The scope of this category encompasses a wide range of fields that include, but are not limited to, Risk Management Framework (RMF) services, information assurance (IA), virus detection, network management, situational awareness and incident response, secure web hosting, and backup and security services.

The seven-step RMF includes preparation, information security categorization; control selection, implementation, and assessment; system and common control authorizations; and continuous monitoring.. RMF activities may also include Information Security Continuous Monitoring Assessment (ISCM) which evaluate organization-wide ISCM implementations, and also Federal Incident Response Evaluations (FIREs), which assess an organization's incident management functions.

The scope of this category also includes Security Operations Center (SOC) services. The SOC scope includes services such as: 24x7x365 monitoring and analysis, traffic analysis, incident response and

coordination, penetration testing, anti-virus management, intrusion detection and prevention, and information sharing. HACS vendors are able to identify and protect a customer's information resources, detect and respond to cybersecurity events or incidents, and recover capabilities or services impaired by any incidents that emerge. Sub-Categories - (not all vendors have been placed within the following subcategories. To view a complete list of vendors, click on the SIN)

- High Value Asset (HVA) Assessments include Risk and Vulnerability Assessment (RVA) which assesses threats and vulnerabilities, determines deviations from acceptable configurations, enterprise or local policy, assesses the level of risk, and develops and/or recommends appropriate mitigation countermeasures in operational and non-operational situations. The services offered in the RVA subcategory include Network Mapping, Vulnerability Scanning, Phishing Assessment, Wireless Assessment, Web Application Assessment, Operating System Security Assessment (OSSA), Database Assessment, and Penetration Testing. Security Architecture Review (SAR) evaluates a subset of the agency's HVA security posture to determine whether the agency has properly architected its cybersecurity solutions and ensures that agency leadership fully understands the risks inherent in the implemented cybersecurity solution. The SAR process utilizes in-person interviews, documentation reviews, and leading practice evaluations of the HVA environment and supporting systems. SAR provides a holistic analysis of how an HVA's individual security components integrate and operate, including how data is protected during operations. Systems Security Engineering (SSE) identifies security vulnerabilities and minimizes or contains risks associated with these vulnerabilities spanning the Systems Development Life Cycle. SSE focuses on, but is not limited to the following security areas: perimeter security, network security, endpoint security, application security, physical security, and data security.

- Risk and Vulnerability Assessment (RVA) assesses threats and vulnerabilities, determines deviations from acceptable configurations, enterprise or local policy, assesses the level of risk, and develops and/or recommends appropriate mitigation countermeasures in operational and non-operational situations. The services offered in the RVA sub-category include Network Mapping, Vulnerability Scanning, Phishing Assessment, Wireless Assessment, Web Application Assessment,

Operating System Security Assessment (OSSA), Database Assessment, and Penetration Testing.

- Cyber Hunt activities respond to crises or urgent situations within the pertinent domain to mitigate immediate and potential threats. Cyber Hunts start with the premise that threat actors known to target some organizations in a specific industry or with specific systems are likely to also target other organizations in the same industry or with the same systems.
- Incident Response services help organizations impacted by a cybersecurity compromise determine the extent of the incident, remove the adversary from their systems, and restore their networks to a more secure state.
- Penetration Testing is security testing in which assessors mimic real-world attacks to identify methods for circumventing the security features of an application, system, or network.

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

2. ORDER

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

3. PERFORMANCE OF SERVICES

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

Work or Delivery Order. Services shall be completed in a good and workmanlike manner.

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

4. INSPECTION OF SERVICES

Inspection of services is in accordance with 552.212-4 – CONTRACT TERMS AND CONDITIONS– COMMERCIAL ITEMS (Jan 2017) & (ALTERNATE I-Jan 2017) for Time-and-Materials and Labor-Hour orders placed under this contract.

5. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (May 2014) Rights in Data – General, may apply. The Contractor shall comply with contract clause (52.204-21) to the Federal Acquisition Regulation (FAR) for the basic safeguarding of contractor information systems that process, store, or transmit Federal data received by the contract in performance of the contract. This includes contract documents and all information generated in the performance of the contract.

6. RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

7. INDEPENDENT CONTRACTOR

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

8. ORGANIZATIONAL CONFLICTS OF INTEREST

- a) Definitions.

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

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

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

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

9. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for Highly Adaptive Cybersecurity Services. Progress payments may be authorized by the ordering activity

on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

10. RESUMES

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

11. APPROVAL OF SUBCONTRACTS

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

12. DESCRIPTION OF HIGHLY ADAPTIVE CYBERSECURITY SERVICES AND PRICING

- a) The Contractor shall provide a description of each type of Highly Adaptive Cybersecurity Service offered under Special Item Number 132-45 for Highly Adaptive Cybersecurity Services and it should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.
- b) Pricing for all Highly Adaptive Cybersecurity Services shall be in accordance with the Contractor’s customary commercial practices; e.g., hourly rates, minimum general experience and minimum education.

Please see pages 37-51

SIN 132-45/RC/STLOC LABOR CATEGORIES AND DESCRIPTIONS:

Awarded Sub-Categories

- Risk and Vulnerability Assessment (RVA)
 - Cyber Hunt
 - Incident Response
 - Penetration Testing

Experience Substitution Methodology:

- High School Diploma + 2 years additional experience equals a Bachelor's Degree
- An Associate's Degree + 2 years additional experience equals a Bachelor's Degree
- A Bachelor's Degree + 2 years additional experience equals a Master's Degree

Education Substitution Methodology:

- A PhD may be substituted for 2 years of required experience with a Master's Degree or 2 years with a Bachelor's Degree.
- A Master's Degree may be substituted for 2 years of required experience with a Bachelor's Degree

Cyber Applications Systems Analyst/Programmer (Senior)

Qualifications: Four (4) years

Functional Responsibility: Provides high level expertise in developing complex software applications involving new technologies, methods, concepts or approaches. Provides supervisory, technical, and administrative direction for personnel performing software development tasks, including the review of work products for correctness, adherence to the design concept and user standards, and for progress in accordance with schedules. Computer experience working independently or under general direction on complex application problems involving all phases of systems analysis with experience in analysis and design of business applications for complex large-scale or mid-tier computer systems, or LANbased systems, to include experience in database management systems (DBMS), and use of programming languages preferred. Knowledge of current storage and retrieval methods and demonstrated ability to formulate specifications for computer programmers to use in coding, testing, and debugging of computer programs preferred. General experience supervising personnel performing software development tasks preferred.

Education: Master's Degree

Cyber Applications Systems Analyst/Programmer (Intermediate)

Qualifications: Three (3) years.

Functional Responsibility: Analyzes business or scientific problems for resolution through electronic data processing. Gathers information from users, defines work problems, and, if feasible, designs a system of computer programs and procedures to resolve the problems. Develops complete specifications or enable Computer Programmers to prepare required programs; analyzes subject-matter operations to be automated; specifies number and types of records, files, and documents to be used and outputs to be produced; prepares work diagrams and data flow charts; coordinates tests of the system and participates in trial runs of new and revised systems; and recommends computer equipment changes to obtain more effective operations. The Applications Systems Analyst/Programmer (Intermediate) may also write computer programs. Provides development services for moderately complex applications using standard approaches or less complex systems using new approaches. Works on a segment of a complex data processing scheme or broad system. Computer experience in information systems design and management preferred. Demonstrated ability to work independently or under general direction on requirements that are moderately complex to analyze, plan, program, and implement preferred. Experience in

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

Education: Bachelor's Degree

Cyber Applications Systems Analyst/Programmer (Junior)

Qualifications: One (1) year

Functional Responsibility: Analyzes business or scientific problems for resolution through electronic data processing. Gathers information from users, defines work problems, and, if feasible, designs a system of computer programs and procedures to resolve the problems. Under supervision develops complete specifications or enable Computer Programmers to prepare required programs; analyzes subject-matter operations to be automated; specifies number and types of records, files, and documents to be used and outputs to be produced; prepares work diagrams and data flow charts; coordinates tests of the system and participates in trial runs of new and revised systems; and recommends computer equipment changes to obtain more effective operations. The Applications Systems Analyst/Programmer (Junior) may also be called upon to write computer programs. Provides entry level systems development support using standard approaches and several phases of the required systems analysis where the nature of the system is predetermined. Uses established fact-finding approaches, knowledge of pertinent work processes and procedures, and familiarity with related computer programming practices, system software, and computer equipment. Computer experience in assignments of a technical nature working under close supervision and direction and experience in analyzing and programming application on large-scale or midtier computers (or LAN-based) with experience in the design and programming of moderately complex ADP systems preferred.

Education: Bachelor's Degree

Cybersecurity Engineer (Senior)

Qualifications: Eight (8) years

Functional Responsibility: Provides functional expertise in defining security requirements and developing security solutions for information protection. Defines and develops security policies and processes related to the protection of sensitive or classified information. Designs, develops, engineers and implement solutions to protection of sensitive or classified information. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in defining security programs or processes for the protection of sensitive or classified information preferred. Experience in one or more systems and architectures and associated hardware: mainframe, mini, or client/server based preferred. Experience in systems analysis and programming preferred.

Education: Bachelor's degree

Cybersecurity Engineer (Intermediate)

Qualifications: Four (4) years

Functional Responsibility: Provides functional expertise in defining security requirements and developing security solutions for information protection. Defines and develops security policies and processes related to the protection of sensitive or classified information. Designs, develops, engineers and implements solutions to protection of sensitive or classified information. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in one or more systems and associated hardware: mainframe, mini, or client/server based preferred. Experience in systems analysis and programming preferred.

Education: Bachelor's degree

Cybersecurity Engineer (Junior)

Qualifications: One (1) year

Functional Responsibility: Provides functional support in defining security requirements and developing security solutions for information protection. Designs, develops, engineers and implements solutions to protection of sensitive or classified information. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in systems analysis and programming preferred.

Education: Bachelor's degree

Cyber Enterprise Architect

Qualifications: Ten (10) years

Functional Responsibility: Provides high-level architectural expertise to managers and technical staff. Develops architectural products and deliverables for the enterprise and operational business lines. Develops strategy of system and the design infrastructure necessary to support that strategy. Advises on selection of technological purchases with regards to processing, data storage, data access, and applications development. Sets standards for the client/server relational structure for the organization (SQL, ORACLE, SYBASE, etc.). Advises of feasibility of potential future projects to management. Experience in the development and maintenance of systems, Integration Tier, Security, Standards compliance, business activity monitoring, systems design, system analysis, and development preferred. Experience in defining and implementing a systems architecture using a combination of COTS processing, networking and data storage components into an embedded solution preferred.

Education: Bachelor's Degree

Cyber Helpdesk Specialist (Senior)

Qualifications: Six (6) years

Functional Responsibility: Leads helpdesk and support team and facilitates higher level support. Provides phone and in-person oversight support to users in the areas of e-mail, directories, standard Windows desktop applications, and other applications. May serve as the follow on point of contact for troubleshooting network applications, and hardware/software PC and printer problems. Experience including knowledge of PC operating systems, e.g., DOS, Windows, as well as networking and mail standards and work on a help desk preferred. Demonstrated ability to communicate orally and in writing and a positive customer service attitude preferred.

Education: Bachelor's Degree

Cyber Helpdesk Specialist (Intermediate)

Qualifications: Four (4) years

Functional Responsibility: Provides phone and in-person support to users in the areas of e-mail, directories, standard Windows desktop applications, and other applications. May serve as the initial point of contact for troubleshooting network applications, and hardware/software PC and printer problems. Experience including knowledge of PC operating systems, e.g., DOS, Windows, as well as networking and mail standards and work on a help desk preferred. Demonstrated ability to communicate orally and in writing and a positive customer service attitude preferred.

Education: Bachelor's Degree

Cyber Helpdesk Specialist (Junior)

Qualifications: Two (2) years

Functional Responsibility: Provides phone and in-person support to users in the areas of e-mail, directories, standard Windows desktop applications, and other applications. May serve as the initial point of contact for troubleshooting network applications, and hardware/software PC and printer problems. Experience including knowledge of PC operating systems, e.g., DOS, Windows, as well as networking and mail standards and work on a help desk preferred. Demonstrated ability to communicate orally and in writing and a positive customer service attitude preferred.

Education: Associates Degree

Cyber Information Assurance/Security Specialist (Senior)

Qualifications: Six (6) years

Functional Responsibility: Formulates and assesses I/T security policy to include business impact. Prepares security plans for employing enterprise-wide security architecture to include the design of cryptographic solutions. Develops integrated security services management. Executes security awareness training. Assesses and audits network penetration testing anti virus planning assistance, risk analysis and incident response. Provides security engineering support for application development (including system security certifications and project evaluations). This may include the development, design and implementation of firewalls, and evaluation, review and test of security code. Experience with several architectures and platforms in an integrated environment preferred. Specialized project experience or formal training preferred.

Education: Master's Degree

Cyber Information Assurance/Security Specialist (Intermediate)

Qualifications: Four (4) years

Functional Responsibility: Formulates and assesses I/T security policy to include business impact. Prepares security plans for employing enterprise-wide security architecture to include the design of cryptographic solutions. Develops integrated security services management. Executes security awareness training. Assesses and audits network penetration testing anti virus planning assistance, risk analysis and incident response. Provides security engineering support for application development (including system security certifications and project evaluations). This may include the development, design and implementation of firewalls, and evaluation, review and test of security code. Experience with several architectures and platforms in an integrated environment preferred. Specialized project experience or formal training preferred.

Education: Bachelor's Degree

Cyber Information Assurance/Security Specialist (Junior)

Qualifications: One (1) year

Functional Responsibility: Formulates and assesses I/T security policy to include business impact. Prepares security plans for employing enterprise-wide security architecture to include the design of cryptographic solutions. Develops integrated security services management. Executes security awareness training. Assesses and audits network penetration testing anti virus planning assistance, risk analysis and incident response. Provides security engineering support for application development (including system security certifications and project evaluations). This may include the development, design and implementation of firewalls, and evaluation, review and test of security code. Experience with several architectures and platforms in an integrated environment preferred. Significant knowledge of the field and the ability to work independently on typical assignments. Specialized project experience or formal training preferred.

Education: Bachelor's Degree

Cyber Network Engineer (Senior)

Qualifications: Six years

Functional Responsibility: Assists in the development and maintenance of network communications. Uses knowledge of LAN/WAN systems to help design and install internal and external networks. Tests and evaluates network systems to eliminate problems and make improvements. Experience in the field or in a related area preferred. Familiarity with a variety of the field's concepts, practices, and procedures preferred. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is preferred. Typically reports to a manager. Expert knowledge of LAN/WAN systems, networks, and applications preferred

Education: Bachelor's Degree

Cyber Network Engineer (Intermediate)

Qualifications: Three (3) years

Functional Responsibility: Assists in the development and maintenance of network communications. Uses knowledge of LAN/WAN systems to help design and install internal and external networks. Tests and evaluates network systems to eliminate problems and make improvements. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager. Network engineering experience and knowledge of LAN/WAN systems, networks, and applications preferred.

Education: Bachelor's degree

Cyber Network Engineer (Junior)

Qualifications: Two (2) years

Functional Responsibility: Under supervision performs a variety of network engineering tasks which are broad in nature and are concerned with the design and implementation of integrated networks, including personal, hardware, software and support facilities and/or equipment. Installs; configures and maintains software in a client/server networked environment. Installs local area networks (LANs) as well as wide area networks (WANs.) Selects, orders and installs equipment at Customer field sites. This activity includes the installation of infrastructure and equipment, operating systems and user software, as well as maintenance and exercise support. Installs infrastructures including routers, hubs, and interconnections. Assists in providing technical documentation to support installation activities. Assists with Customer on-site surveys. Participates in the preparation of drawings and reports documenting and recording on-site activities. Interfaces with customers, end users and team members for site activities as directed. Performs systems checkout/test and introductory training as required. Perform trips to customer sites for installations, surveys and audits. Relative experience in performing a variety of networks engineering tasks, which are broad in nature preferred.

Education: Bachelor's Degree

Cyber Program Manager (Principal)

Qualifications: Twelve (12) years

Functional Responsibility: Responsible for the performance of programs, projects, or subsystems of major programs or projects. Directs all phases of programs/projects from inception through completion. Coordinates the preparation of project plans, milestones, and operating budgets. Acts as primary customer contact for program activity, leading program review sessions with customer to discuss cost, schedule and technical performance. Establishes design concepts, criteria and engineering efforts for product research, development integration and test. Establishes milestones and monitors adherence to master plans and schedules. Identifies program problems and obtain solutions. Directs the work of technical, analytical, architectural and administrative assignments to the project or program. Experience performing tasks focused on the leadership and/or task management of information systems engineering or systems integration projects preferred. Technical experience in software engineering, Management information systems, and/or information security engineering or related program capacity preferred.

Education: Master's Degree

Cyber Program Manager (Senior)

Qualifications: Eight (8) years

Functional Responsibility: Consults with the client to ensure conformity to project and contractual obligations for, but not limited to, IT projects/initiatives. Familiarity with all phases of the systems development life cycle (i.e., identification, design, development, implementation, & maintenance of automated systems) preferred. Oversees the analysis, design and development of new systems and system enhancements. Approves documentation standards, system specifications, feasibility and justification reports, and policy recommendations. Oversees the development and installation of techniques and procedures to implement policy decisions with regard to organizational structures, program evaluation and productivity improvements.

Establishes and maintains technical and financial reports in order to show progress of projects to management and customers. Organizes and assigns responsibilities to subordinates and oversees the successful completion of all assigned IT tasks. Ensures the development,

maintenance and implementation of Program Management Plans and Technical Specifications Plan; documents that guide the performance of all functional and technical activities performed. Ensures that maximum service is obtained from all operations through efficient use of personnel and equipment. Simultaneously plans and manages diverse and highly technical projects. Responsible for leading and performing IT training of line personnel on the project approach, techniques, software, hardware, etc. Experience performing tasks focused on the leadership and/or task management of information systems engineering or systems integration projects preferred. Technical experience in a software engineering, Management information systems, and/or information security engineering or related program capacity preferred

Education: Bachelor's Degree

Cyber Program Manager (Intermediate)

Qualifications: Six (6) years

Functional Responsibility: Consults with the client to ensure conformity to project and contractual obligations for, but not limited to, IT projects/initiatives. Familiarity with all phases of the systems development life cycle (i.e., identification, design, development, implementation, & maintenance of automated systems) preferred. Oversees the analysis, design and development of new systems and system enhancements. Approves documentation standards, system specifications, feasibility and justification reports, and policy recommendations. Oversees the development and installation of techniques and procedures to implement policy decisions with regard to organizational structures, program evaluation and productivity improvements.

Establishes and maintains technical and financial reports in order to show progress of projects to management and customers. Organizes and assigns responsibilities to subordinates and oversees the successful completion of all assigned IT tasks. Ensures the development, maintenance and implementation of Program Management Plans and Technical Specifications Plan; documents that guide the performance of all functional and technical activities performed. Experience performing tasks focused on the leadership and/or task management of information systems engineering or systems integration projects preferred.

Education: Bachelor's Degree

Cyber Program Manager (Junior)

Qualifications: Four (4) years

Functional Responsibility: Consults with the client to ensure conformity to project and contractual obligations for, but not limited to, IT projects/initiatives. Familiarity with all phases of the systems development life cycle (i.e., identification, design, development, implementation, & maintenance of automated systems) preferred. Oversees the analysis, design and development of new systems and system enhancements. Approves documentation standards, system specifications, feasibility and justification reports, and policy recommendations. Oversees the development and installation of techniques and procedures to implement policy decisions with regard to organizational structures, program evaluation and productivity improvements.

Establishes and maintains technical and financial reports in order to show progress of projects to management and customers. Organizes and assigns responsibilities to subordinates and oversees the successful completion of all assigned IT tasks. Ensures the development, maintenance and implementation of Program Management Plans and Technical Specifications Plan; documents that guide the performance of all functional and technical activities performed. Ensures that maximum service is obtained from all operations through efficient use of personnel and equipment. Simultaneously plans and manages diverse and highly technical projects. Responsible for leading and performing IT training of line personnel on the project approach, techniques, software, hardware, etc. Experience performing tasks focused on the leadership and/or task management of information systems engineering or systems integration

projects preferred. Technical experience in a software engineering, Management information systems, and/or information security engineering or related program capacity preferred.

Education: Bachelor's Degree

Cyber Quality Assurance Manager

Qualifications: Eight (8) years

Functional Provides management and oversight of quality assurance and quality control activities.

Responsibility: Performs development of project Quality Assurance Plan and the implementation of procedures that conforms project requirements. Provides independent assessment of how the project's development and implementation process is compliant with the defined process, and recommends methods to optimize the organization's process. Responsible for all activities involving quality assurance and compliance with applicable regulatory requirements. Conducts audits and reviews/analyzes data and documentation. Develops and implements procedures and test plans for assuring quality in a system development environment which supports large databases and applications. Experience in quality assurance or quality control preferred.

Education: Bachelor's degree

Cyber Quality Assurance Specialist (Senior)

Qualifications: Six (6) years

Functional Provides development of project Quality Assurance Plan and the implementation of procedures that conforms project requirements. Provides independent assessment of how the project's development and implementation process is compliant with the defined process, and recommends methods to optimize the organization's process. May be responsible for all activities involving quality assurance and compliance with applicable regulatory requirements. Conducts audits and reviews/analyzes data and documentation. Develops and implements procedures and test plans for assuring quality in a system development environment which supports large databases and applications. Experience in quality assurance or quality control preferred.

Education: Bachelor's degree

Cyber Quality Assurance Specialist (Intermediate)

Qualifications: Four (4) years

Functional Provides execution of project Quality Assurance Plan and the implementation of procedures that conforms project requirements. Provides independent assessment of how the project's development and implementation process is compliant with the defined process, and recommends methods to optimize the organization's process. May be responsible for all activities involving quality assurance and compliance with applicable regulatory requirements. Conducts audits and reviews/analyzes data and documentation. Develops and implements procedures and test plans for assuring quality in a system development environment which supports large databases and applications. Experience in quality assurance or quality control preferred.

Education: Bachelor's degree

Cyber Quality Assurance Specialist (Junior)

Qualifications: Zero (0) years

Functional Provides execution of project Quality Assurance Plan and the implementation of procedures that conforms project requirements. With oversight responsible for activities involving quality assurance and compliance with applicable regulatory requirements. Conducts audits and reviews/analyzes data and documentation. Develops and implements procedures and test plans for assuring quality in a system development environment which supports large databases and

applications. Experience in project or quality review and assessment preferred.

Education: Associate's degree

Cyber Security Analyst (Senior)

Qualifications: Seven (7) years

Functional Responsibility: Provides technical expertise determining enterprise information assurance and cyber security standards. Develops and implements information assurance/security standards and procedures. Coordinates, develops, and evaluates security programs. Recommends information assurance/security solutions to support customers' requirements. Identifies, reports, and resolves cyber security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in functional and systems analysis and requirements analysis in a specialized IT area preferred.

Education: Bachelor's degree

Cyber Security Analyst (Intermediate)

Qualifications: Four (4) years

Functional Responsibility: Provides technical expertise determining information assurance and cyber security standards. Develops and implements information assurance/security standards and procedures. Recommends information assurance/security solutions to support customers' requirements. Identifies, reports, and resolves cyber security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in functional and systems analysis and requirements analysis in a specialized IT area preferred.

Education: Bachelor's degree

Cyber Security Analyst (Junior)

Qualifications: One (1) year

Functional Responsibility: Recommends information assurance/security solutions to support customers' requirements. Identifies, reports, and resolves cyber security violations. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in functional and systems analysis preferred.

Education: Associate's degree

Cyber Subject Matter Expert (Senior)

Qualifications: Ten (10) years

Functional Responsibility: Recognized for technical knowledge and judgment in a technical field with proficiency in relevant engineering principles and practices as required for technically complex assignments. Develops solutions to difficult problems. Generates concepts as evidenced by product or process improvement. Uses engineering/scientific tools to integrate requirements and solve technical problems. Utilizes tools, techniques, processes and/or facilities such as state-of-the-art simulation environments, laboratories, and test facilities. Leads engineering team activities in a specialized engineering or technology subject area. Leads technical planning activities and provides technical guidance. Experience in technical functional areas preferred.

Education: Bachelor's degree

Cyber Subject Matter Expert (Intermediate)

Qualifications: Eight (8) years

Functional Responsibility: Recognized for technical knowledge and judgment in a technical field with proficiency in relevant engineering principals and practices as required for technically complex assignments. Develops solutions to difficult problems. Generates concepts as evidenced by product or process improvement. Uses engineering/scientific tools to integrate requirements and solve technical problems. Utilizes tools, techniques, processes and/or facilities such as state-of-the-art simulation environments, laboratories, and test facilities. Leads engineering team activities in a specialized engineering or technology subject area. Contributes to the technical planning process and provides technical guidance. Experience in functional areas preferred.

Education: Bachelor's degree

Cyber Subject Matter Expert (Junior)

Qualifications: Four (4) years.

Functional Responsibility: Applies knowledge in a technical field with proficiency in relevant engineering principals and practices. Implements solutions to difficult problems. Generates concepts as evidenced by product or process improvement. Uses engineering/scientific tools to integrate requirements and solve technical problems. Utilizes tools, techniques, processes and/or facilities such as state-of-the-art simulation environments, laboratories, and test facilities. Participates in engineering team activities in a specialized engineering or technology subject area. Contributes to the technical planning process and provides technical guidance. Experience in functional areas preferred.

Education: Bachelor's degree

Cyber Systems Administrator (Senior)

Qualifications: Five (5) years

Functional Responsibility: Provides technical support for implementation, administration, troubleshooting and maintenance of IT systems. Manages IT system infrastructure and processes related to these systems. Provides support to IT systems including: day-to-day operations, monitoring and problem resolution for all of the client problems. Provides second level problem identification, diagnosis and resolution of problems. Provides support for the dispatch system and hardware problems and remains involved in the resolution process. Provides support for the escalation and communication of status to agency management and internal customers. Experience in one or more systems and architectures and associated hardware:

mainframe, mini, or client/server based preferred. Experience in systems or network oversight preferred.

Education: Bachelor's degree

Cyber Systems Administrator (Intermediate)

Qualifications: Three (3) years

Functional Responsibility: Provides technical support for implementation, administration, troubleshooting and maintenance of IT systems. Manages IT system infrastructure and processes related to these systems. Provides support to IT systems including: day-to-day operations, monitoring and problem resolution for all of the client problems. Provides second level problem identification, diagnosis and resolution of problems. Provides support for the dispatch system and hardware problems and remains involved in the resolution process. Provides support for the escalation and communication of status to agency management and internal customers. Experience in one or more systems and architectures and associated hardware: mainframe, mini, or client/server based. Experience in systems or network oversight preferred.

Education: Bachelor's degree

Cyber Systems Administrator (Junior)

Qualifications: One (1) year

Functional Responsibility: Provides technical support for implementation, administration, troubleshooting and maintenance of IT systems. Provides support to IT systems including: day-to-day operations, monitoring and problem resolution for all of the client problems. Provides second level problem identification, diagnosis and resolution of problems. Provides support for the dispatch system and hardware problems and remains involved in the resolution process. Provides support for the escalation and communication of status to agency management and internal customers. Experience in systems or network administration and operations preferred.

Education: Associate's degree

Cyber Systems Engineer (Senior)

Qualifications: Eight (8) years

Functional Responsibility: Provides highly technical expertise and guidance for performance of tasks where it is needed. Expertise may be in advanced or highly complex IT systems. Performs in all phases of systems development and implementation, with special emphasis on study and analysis, and testing and acceptance phases. Performs evaluation of current IT operations in order to determine multi-year projections for personnel, hardware, and software. Participates in hardware/software evaluations. May be required to act as supervisor on one or more tasks. Supports contract management and systems analysts, as well as Government personnel to ensure that the problem has been properly identified and that the solution shall satisfy the customer's requirements. Provides highly technical expertise and guidance in IT specialties not covered by other specialists. Systems analysis in a specialized IT area(s), e.g. telecommunications, operating systems software, software/hardware integration, software validation and verification preferred.

Education: Bachelor's degree

Cyber Systems Engineer (Intermediate)

Qualifications: Three (3) years

Functional Responsibility: Provides technical expertise and guidance for performance of tasks where it is needed. Performs in all phases of systems development and implementation, with special emphasis on study and analysis, and testing and acceptance phases. Performs evaluation of current IT operations in order to determine multi-year projections for personnel, hardware, and software. Participates in hardware/software evaluations. May be required to act as supervisor on one or more tasks. Supports contract management and systems analysts, as well as Government personnel to ensure that the problem has been properly identified and that the solution shall satisfy the customer's requirements. Provides highly technical expertise and guidance in IT specialties not covered by other specialists. Systems analysis in a specialized IT area(s), e.g. telecommunications, operating systems software, software/hardware integration, software validation and verification preferred.

Education: Bachelor's degree

Cyber Systems Engineer (Junior)

Qualifications: One (1) year

Functional Responsibility: Performs in all phases of systems development and implementation, with special emphasis on study and analysis, and testing and acceptance phases. Performs evaluation of current IT operations in order to determine multi-year projections for personnel, hardware, and software. Participates in hardware/software evaluations. Supports systems analysts, as well as Government personnel to ensure that the problem has been properly identified and that the solution shall satisfy the customer's requirements. Provides technical expertise and guidance in IT specialties not covered by other specialists. Systems analysis in a specialized IT area(s), e.g. telecommunications, operating systems software, software/hardware integration, software validation and verification preferred.

Education: Bachelor's degree

Cyber Technical Writer (Senior)

Qualifications: Five (5) years

Functional Responsibility: Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document. Knowledge of commonly-used concepts, practices, and procedures within a particular field preferred. Oversees staff developing technical documents and workflows. Experience developing and providing technical and end-user documents on technical services, computer hardware and application software preferred.

Education: Bachelor's Degree

Cyber Technical Writer (Intermediate)

Qualifications: Zero (0) years

Functional Responsibility: Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document. Knowledge of commonly-used concepts, practices, and procedures within a particular field preferred. Relies on instructions and pre-established guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment. Works under immediate supervision; typically reports to a

supervisor or manager. Experience in developing and providing technical and end-user training on computer hardware and application software preferred. Experience in the field or in a related area preferred.

Education: Bachelor's Degree

Cyber Technical Writer (Junior)

Qualifications: Zero (0) years

Functional Responsibility: May be responsible for coordinating the display of graphics and the production of the document. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment. Works under immediate supervision; typically reports to a supervisor or manager. Experience developing and providing technical and end-user documents on technical services, computer hardware and application software preferred.

Education: Associate's Degree

Cyber Test Engineer (Senior)

Qualifications: Five (5) years

Functional Responsibility: Provides subject matter expertise-level testing proficiency to support requirements of complex software/hardware applications. Directs and participates in all phases of system and application assessments and software/hardware development with emphasis on analysis of user requirements, test design, and test tools selection. Manages the test design and documentation to support all applicable client, agency, or industry standards schedules and budgets. Ensures program managers are fully informed of testing status and application deviations from documented user requirements. Experience in a computer-related field including progressive experience in performing software testing for complex to highly complex software hardware applications and/or systems preferred.

Education: Bachelor's degree

Cyber Test Engineer (Intermediate)

Qualifications: Two (2) years

Functional Responsibility: Provides testing proficiency to support requirements of complex software/hardware applications. Directs and participates in all phases of system and application assessments and software/hardware development with emphasis on analysis of user requirements, test design, and test tools selection. Manages the test design and documentation to support all applicable client, agency, or industry standards schedules and budgets. Ensures program managers are fully informed of testing status and application deviations from documented user requirements. Experience in a computer-related field including progressive experience in performing software testing for complex software hardware applications and/or systems preferred.

Education: Bachelor's degree

Cyber Test Engineer (Junior)

Qualifications: Zero (0) years

Functional Responsibility: Provides testing to support requirements of complex software/hardware applications. Participates in system and application assessments and software/hardware development with emphasis on analysis of user requirements, test design, and test tools selection. Participates in test design and documentation to support all applicable client, agency, or industry standards schedules and budgets. Ensures program managers are fully informed of testing status and application deviations from documented user requirements. Experience in a computer-related field including progressive experience in performing software testing for complex software hardware applications and/or systems preferred.

Education: Bachelor's degree

Cyber Training Developer (Senior)

Qualifications: Six (6) years

Functional Responsibility: Assesses, designs, and conceptualizes training scenarios, approaches, objectives, plans, tools, curriculums, and other technologies related to training. Identifies training requirements to include, but not limited to hardware, software, simulations, course assessment and refreshment, computer assisted and adaptive testing, and team and unit assessment and measurement. Develops and revises training courses. Prepares training catalogs and course materials. Trains personnel by conducting formal classroom courses, workshops, and seminars. Experience in training and training development preferred.

Education: Bachelor's degree

Cyber Training Developer (Intermediate)

Qualifications: Four (4) years

Functional Responsibility: Assesses, designs, and conceptualizes training approaches, objectives, plans, tools, curriculums, and other technologies related to training. Identifies training requirements to include, but not limited to hardware, software, course assessment and refreshment, computer assisted and adaptive testing, and team and unit assessment and measurement. Develops and revises training courses. Prepares course materials. Trains personnel by conducting formal classroom courses, workshops, and seminars. Experience in training and training development preferred.

Education: Bachelor's degree

Cyber Training Developer (Junior)

Qualifications: One (1) year

Functional Responsibility: Assesses, designs, and conceptualizes training approaches, objectives, and curriculums related to training. Identifies training requirements to include, but not limited to hardware, software, course assessment and refreshment, computer assisted and adaptive testing, and team and unit assessment and measurement. Develops and revises training courses. Prepares course materials. Trains personnel by conducting formal classroom courses, workshops, and seminars. Experience in training and training development preferred.

Education: Bachelor's degree

Security Operation Center (SOC) Analyst (Intermediate)

Qualifications: Three (3) years

Functional Responsibility: Perform monitoring and analysis of various security solutions to include the SIEM solution to detect the presence of unknown or suspected cyber threats. Provide cyber threat analysis and reporting to support SOC and Program's situational awareness. Actively monitor security threats and risks, provide in-depth incident analysis, evaluate security incidents, and will provide proactive threat research. Monitor security tools to review and analyze pre-defined events indicative of incidents and provide first tier response to security incidents. Coordinate with threat operations team to resolve high severity level incidents. Track investigation results and report on findings.

Education: Bachelor's degree or technical certification

Security Operation Center (SOC) Analyst (Junior)

Qualifications: One (1) year

Functional Responsibility: Perform monitoring and analysis of various security solutions to include the SIEM solution to detect the presence of unknown or suspected cyber threats. Provide cyber threat analysis and reporting to support SOC and Program's situational awareness. Actively monitor security threats and risks, provide in-depth incident analysis, evaluate security incidents, and will provide proactive threat research. Monitor security tools to review and analyze pre-defined events indicative of incidents and provide first tier response to security incidents. Coordinate with threat operations team to resolve high severity level incidents. Track investigation results and report on findings.

Education: Bachelor's degree or technical certification

SIN 132-45/RC/STLOC GOVERNMENT SITE RATES:

Awarded Sub-Categories

- Risk and Vulnerability Assessment (RVA)
- Cyber Hunt
- Incident Response
- Penetration Testing

Labor Category	4/24/2019 - 4/23/2020 Government Site	4/24/2020 - 4/23/2021 Government Site	4/24/2021 - 4/23/2022 Government Site	4/24/2022 - 4/23/2023 Government Site	4/24/2023 - 4/23/2024 Government Site
Cyber Applications Systems Analyst/Programmer (Senior)	\$126.97	\$130.78	\$134.70	\$138.74	\$142.90
Cyber Applications Systems Analyst/Programmer (Intermediate)	\$95.40	\$98.26	\$101.21	\$104.24	\$107.37
Cyber Applications Systems Analyst/Programmer (Junior)	\$80.39	\$82.80	\$85.29	\$87.85	\$90.48
Cybersecurity Engineer (Senior)	\$193.31	\$199.11	\$205.08	\$211.24	\$217.57
Cybersecurity Engineer (Intermediate)	\$125.25	\$129.01	\$132.88	\$136.86	\$140.97
Cybersecurity Engineer (Junior)	\$106.99	\$110.20	\$113.50	\$116.91	\$120.41
Cyber Enterprise Architect	\$176.13	\$181.41	\$186.86	\$192.46	\$198.24
Cyber Helpdesk Specialist (Senior)	\$90.26	\$92.97	\$95.76	\$98.63	\$101.59
Cyber Helpdesk Specialist (Intermediate)	\$69.16	\$71.24	\$73.38	\$75.58	\$77.85
Cyber Helpdesk Specialist (Junior)	\$44.03	\$45.35	\$46.71	\$48.12	\$49.56
Cyber Information Assurance/Security Specialist (Senior)	\$165.12	\$170.07	\$175.18	\$180.43	\$185.84
Cyber Information Assurance/Security Specialist (Intermediate)	\$124.36	\$128.09	\$131.94	\$135.89	\$139.97
Cyber Information Assurance/Security Specialist (Junior)	\$80.39	\$82.80	\$85.29	\$87.85	\$90.48
Cyber Network Engineer (Senior)	\$159.50	\$164.28	\$169.21	\$174.29	\$179.51
Cyber Network Engineer (Intermediate)	\$85.93	\$88.51	\$91.17	\$93.90	\$96.72
Cyber Network Engineer (Junior)	\$78.48	\$80.83	\$83.25	\$85.75	\$88.33
Cyber Program Manager (Principal)	\$208.03	\$214.27	\$220.70	\$227.32	\$234.14
Cyber Program Manager (Senior)	\$168.01	\$173.05	\$178.25	\$183.59	\$189.10
Cyber Program Manager (Intermediate)	\$135.01	\$139.06	\$143.23	\$147.53	\$151.96
Cyber Program Manager (Junior)	\$90.26	\$92.97	\$95.76	\$98.63	\$101.59
Cyber Quality Assurance Manager	\$128.37	\$132.22	\$136.19	\$140.27	\$144.48
Cyber Quality Assurance Specialist (Senior)	\$105.75	\$108.92	\$112.19	\$115.56	\$119.02
Cyber Quality Assurance Specialist (Intermediate)	\$95.02	\$97.87	\$100.80	\$103.83	\$106.94
Cyber Quality Assurance Specialist (Junior)	\$77.64	\$79.97	\$82.37	\$84.84	\$87.39

Cyber Security Analyst (Senior)	\$133.36	\$137.37	\$141.49	\$145.73	\$150.10
Cyber Security Analyst (Intermediate)	\$100.02	\$103.02	\$106.11	\$109.30	\$112.58
Cyber Security Analyst (Junior)	\$61.13	\$62.96	\$64.85	\$66.80	\$68.80
Cyber Subject Matter Expert (Senior)	\$187.44	\$193.06	\$198.85	\$204.82	\$210.96
Cyber Subject Matter Expert (Intermediate)	\$176.13	\$181.41	\$186.86	\$192.46	\$198.24
Cyber Subject Matter Expert (Junior)	\$121.93	\$125.59	\$129.36	\$133.24	\$137.23
Cyber Systems Administrator (Senior)	\$105.85	\$109.03	\$112.30	\$115.67	\$119.14
Cyber Systems Administrator (Intermediate)	\$88.29	\$90.94	\$93.67	\$96.48	\$99.37
Cyber Systems Administrator (Junior)	\$65.26	\$67.22	\$69.24	\$71.31	\$73.45
Cyber Systems Engineer (Senior)	\$172.90	\$178.08	\$183.43	\$188.93	\$194.60
Cyber Systems Engineer (Intermediate)	\$136.30	\$140.39	\$144.60	\$148.94	\$153.41
Cyber Systems Engineer (Junior)	\$92.68	\$95.46	\$98.32	\$101.27	\$104.31
Cyber Technical Writer (Senior)	\$85.33	\$87.88	\$90.52	\$93.24	\$96.03
Cyber Technical Writer (Intermediate)	\$76.48	\$78.77	\$81.13	\$83.57	\$86.08
Cyber Technical Writer (Junior)	\$48.45	\$49.90	\$51.40	\$52.94	\$54.53
Cyber Test Engineer (Senior)	\$100.20	\$103.20	\$106.30	\$109.49	\$112.77
Cyber Test Engineer (Intermediate)	\$77.18	\$79.49	\$81.88	\$84.33	\$86.86
Cyber Test Engineer (Junior)	\$55.65	\$57.32	\$59.04	\$60.81	\$62.64
Cyber Training Developer (Senior)	\$107.96	\$111.20	\$114.54	\$117.98	\$121.52
Cyber Training Developer (Intermediate)	\$89.99	\$92.69	\$95.47	\$98.34	\$101.29
Cyber Training Developer (Junior)	\$78.00	\$80.34	\$82.75	\$85.23	\$87.79
Security Operation Center (SOC) Analyst (Intermediate)	\$119.62	\$123.21	\$126.91	\$130.72	\$134.64
Security Operation Center (SOC) Analyst (Junior)	\$106.56	\$109.76	\$113.05	\$116.45	\$119.94

SIN 132-45RC/STLOC CONTRACTOR SITE RATES:

Awarded Sub-Categories

- Risk and Vulnerability Assessment (RVA)
- Cyber Hunt
- Incident Response
- Penetration Testing

Labor Category	4/24/2019 - 4/23/2020 Contractor Site	4/24/2020 - 4/23/2021 Contractor Site	4/24/2021 - 4/23/2022 Contractor Site	4/24/2022 - 4/23/2023 Contractor Site	4/24/2023 - 4/23/2024 Contractor Site
Cyber Applications Systems Analyst/Programmer (Senior)	-	-	-	-	-
Cyber Applications Systems Analyst/Programmer (Intermediate)	-	-	-	-	-
Cyber Applications Systems Analyst/Programmer (Junior)	-	-	-	-	-
Cybersecurity Engineer (Senior)	\$222.58	\$229.26	\$236.14	\$243.22	\$250.52
Cybersecurity Engineer (Intermediate)	\$146.24	\$150.63	\$155.15	\$159.80	\$164.59
Cybersecurity Engineer (Junior)	\$123.20	\$126.89	\$130.70	\$134.62	\$138.66
Cyber Enterprise Architect	-	-	-	-	-
Cyber Helpdesk Specialist (Senior)	-	-	-	-	-
Cyber Helpdesk Specialist (Intermediate)	-	-	-	-	-
Cyber Helpdesk Specialist (Junior)	-	-	-	-	-
Cyber Information Assurance/Security Specialist (Senior)	-	-	-	-	-
Cyber Information Assurance/Security Specialist (Intermediate)	-	-	-	-	-
Cyber Information Assurance/Security Specialist (Junior)	-	-	-	-	-
Cyber Network Engineer (Senior)	-	-	-	-	-
Cyber Network Engineer (Intermediate)	\$94.51	\$97.35	\$100.27	\$103.28	\$106.37
Cyber Network Engineer (Junior)	-	-	-	-	-
Cyber Program Manager (Principal)	-	-	-	-	-
Cyber Program Manager (Senior)	-	-	-	-	-
Cyber Program Manager (Intermediate)	\$148.51	\$152.96	\$157.55	\$162.28	\$167.14
Cyber Program Manager (Junior)	-	-	-	-	-
Cyber Quality Assurance Manager	\$147.81	\$152.24	\$156.81	\$161.51	\$166.36
Cyber Quality Assurance Specialist (Senior)	\$116.33	\$119.82	\$123.41	\$127.11	\$130.93

Cyber Quality Assurance Specialist (Intermediate)	\$100.34	\$103.35	\$106.45	\$109.65	\$112.94
Cyber Quality Assurance Specialist (Junior)	\$85.39	\$87.95	\$90.59	\$93.30	\$96.10
Cyber Security Analyst (Senior)	\$149.36	\$153.84	\$158.46	\$163.21	\$168.11
Cyber Security Analyst (Intermediate)	\$112.02	\$115.38	\$118.84	\$122.41	\$126.08
Cyber Security Analyst (Junior)	\$68.46	\$70.52	\$72.63	\$74.81	\$77.06
Cyber Subject Matter Expert (Senior)	\$206.18	\$212.36	\$218.73	\$225.29	\$232.05
Cyber Subject Matter Expert (Intermediate)	-	-	-	-	-
Cyber Subject Matter Expert (Junior)	-	-	-	-	-
Cyber Systems Administrator (Senior)	\$116.44	\$119.93	\$123.53	\$127.24	\$131.06
Cyber Systems Administrator (Intermediate)	\$97.12	\$100.03	\$103.03	\$106.12	\$109.31
Cyber Systems Administrator (Junior)	\$71.78	\$73.93	\$76.15	\$78.44	\$80.79
Cyber Systems Engineer (Senior)	\$199.10	\$205.07	\$211.22	\$217.56	\$224.09
Cyber Systems Engineer (Intermediate)	\$156.96	\$161.67	\$166.52	\$171.52	\$176.66
Cyber Systems Engineer (Junior)	\$103.80	\$106.92	\$110.13	\$113.43	\$116.83
Cyber Technical Writer (Senior)	\$93.86	\$96.68	\$99.58	\$102.57	\$105.64
Cyber Technical Writer (Intermediate)	-	-	-	-	-
Cyber Technical Writer (Junior)	\$53.30	\$54.90	\$56.55	\$58.25	\$59.99
Cyber Test Engineer (Senior)	\$110.22	\$113.53	\$116.93	\$120.44	\$124.05
Cyber Test Engineer (Intermediate)	\$84.90	\$87.45	\$90.07	\$92.78	\$95.56
Cyber Test Engineer (Junior)	\$61.21	\$63.05	\$64.94	\$66.89	\$68.90
Cyber Training Developer (Senior)	\$118.77	\$122.33	\$126.00	\$129.78	\$133.68
Cyber Training Developer (Intermediate)	\$98.99	\$101.96	\$105.02	\$108.17	\$111.42
Cyber Training Developer (Junior)	\$85.81	\$88.38	\$91.04	\$93.77	\$96.58
Security Operation Center (SOC) Analyst (Intermediate)	-	-	-	-	-
Security Operation Center (SOC) Analyst (Junior)	-	-	-	-	-

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

1. SCOPE

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

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

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

3. ORDER

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

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

4. PERFORMANCE OF SERVICES

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

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

- a) The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either:
 - 1) Cancel the stop-work order; or
 - 2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.
- b) If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting

Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-

- 1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and
 - 2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.
- c) If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.
- d) If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

6. INSPECTION OF SERVICES

In accordance with FAR 52.212-4 CONTRACT TERMS AND CONDITIONS--COMMERCIAL ITEMS (JAN 2017) (DEVIATION - FEB 2007)(DEVIATION - FEB 2018) for Firm-Fixed Price orders and FAR 52.212-4 CONTRACT TERMS AND CONDITIONS - COMMERCIAL ITEMS (JAN 2017)(DEVIATION - FEB 2018)(ALTERNATE I - 2017)(DEVIATION - FEB 2007) applies to Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

7. RESPONSIBILITIES OF THE CONTRACTOR

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

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

9. INDEPENDENT CONTRACTOR

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

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a) Definitions.

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

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

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

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

11. INVOICES

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time and materials orders, the Payments under Time and Materials and Labor Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I - OCT 2008) (DEVIATION I - FEB 2007) applies to time and

materials orders placed under this contract. For labor hour orders, the Payment under Time and Materials and Labor Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to labor hour orders placed under this contract. 52.216-31(Feb 2007) Time-and-Materials/Labor-Hour Proposal Requirements—Commercial Item Acquisition. As prescribed in 16.601(e)(3), insert the following provision:

- a) The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.
- b) The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by—
 - (1) The offeror;
 - (2) Subcontractors; and/or
 - (3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

12. RESUMES

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

13. INCIDENTAL SUPPORT COSTS

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

14. APPROVAL OF SUBCONTRACTS

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

15. DESCRIPTION OF IT PROFESSIONAL SERVICES AND PRICING

- a) The Contractor shall provide a description of each type of IT Service offered under Special Item Numbers 132-51 IT Professional Services should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.
- b) Pricing for all IT Professional Services shall be in accordance with the Contractor's customary commercial practices; e.g., hourly rates, monthly rates, term rates, and/or fixed prices, minimum general experience and minimum education.

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

EXAMPLE: Commercial Job Title: System Engineer

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

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

Minimum Education: Bachelor's Degree in Computer Science

Please see pages 59-79.

SIN 132-51/RC/STLOC LABOR CATEGORIES AND DESCRIPTIONS:

The following table demonstrates the equivalent years of experience required to substitute for education requirement.

Degree Required	Equivalent Years of Experience Needed
Associate's Degree	3
Bachelor's Degree	6
Master's Degree	8
PhD/Professional License	10

Applications Systems Analyst/Programmer (Senior)

Qualifications: Minimum four (4) years of computer experience working independently or under general direction on complex application problems involving all phases of systems analysis with three (3) years of experience in analysis and design of business applications for complex large-scale or mid-tier computer systems, or LANbased systems, to include experience in database management systems (DBMS), and use of programming languages. Knowledge of current storage and retrieval methods and demonstrated ability to formulate specifications for computer programmers to use in coding, testing, and debugging of computer programs plus two (2) years of general experience supervising personnel performing software development tasks.

Functional Responsibility: Provides high level expertise in developing complex software applications involving new technologies, methods, concepts or approaches. Provides supervisory, technical, and administrative direction for personnel performing software development tasks, including the review of work products for correctness, adherence to the design concept and user standards, and for progress in accordance with schedules.

Education: M.A. /M.S. degree or equivalent experience in related field.

Applications Systems Analyst/Programmer (Intermediate)

Qualifications: Minimum three (3) years of computer experience in information systems design and management. Must demonstrate an ability to work independently or under general direction on requirements that are moderately complex to analyze, plan, program, and implement. Including two (2) years of experience in analysis and design of business application for complex large-scale or mid-tier computer or LAN-based systems, including experience in DBMS, and use of programming languages. Knowledge of current storage and retrieval methods; one (1) year of systems analysis experience designing technical applications on computer systems; and demonstrated ability to formulate specifications for computer programmers to use in coding, testing, and debugging of computer programs.

Functional Responsibility: Analyzes business or scientific problems for resolution through electronic data processing. Gathers information from users, defines work problems, and, if feasible, designs a system of computer programs and procedures to resolve the problems. Develops complete specifications or enable Computer Programmers to prepare required programs; analyzes subject-matter operations to be automated; specifies number and types of records, files, and documents to be used and outputs to be produced; prepares work diagrams and data flow charts; coordinates tests of the system and participates in trial runs of new and revised systems; and recommends computer equipment changes to obtain more effective operations. The Applications Systems Analyst/Programmer (Intermediate) may also write computer programs. Provides development

services for moderately complex applications using standard approaches or less complex systems using new approaches. Works on a segment of a complex data processing scheme or broad system.

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

Applications Systems Analyst/Programmer (Junior)

Qualifications: Minimum one (1) year of computer experience in assignments of a technical nature working under close supervision and direction and experience in analyzing and programming application on large-scale or midtier computers (or LAN-based) with experience in the design and programming of moderately complex ADP systems. Education can be substituted for experience.

Functional Responsibility: Analyzes business or scientific problems for resolution through electronic data processing. Gathers information from users, defines work problems, and, if feasible, designs a system of computer programs and procedures to resolve the problems. Under supervision develops complete specifications or enable Computer Programmers to prepare required programs; analyzes subject-matter operations to be automated; specifies number and types of records, files, and documents to be used and outputs to be produced; prepares work diagrams and data flow charts; coordinates tests of the system and participates in trial runs of new and revised systems; and recommends computer equipment changes to obtain more effective operations. The Applications Systems Analyst/Programmer (Junior) may also be called upon to write computer programs. Provides entry level systems development support using standard approaches and several phases of the required systems analysis where the nature of the system is predetermined. Uses established fact-finding approaches, knowledge of pertinent work processes and procedures, and familiarity with related computer programming practices, system software, and computer equipment.

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

Budget/Financial Analyst (Senior)

Qualifications: Six (6) years.

Functional Responsibility: Duties include, but are not limited to, evaluation and recommendation of products and services. Possesses detail understanding and training in applicable finance and accounting administration practices and tools for the specific project and environment (e.g. Quickbooks, Deltek Cobra, GCS Premier, etc).

Follows statutory requirements to assist in budget formulation, execution, analysis, problem resolution, program build briefings, and development of budget descriptions and justifications. Prepares independent cost estimates, develops life-cycle cost estimates and analyses, and performs cost benefit and economic evaluations. Collects cost and technical data, develops cost estimating methods to include modeling and statistical analysis and develops cost instructions and policies/procedures. Experience providing management and support in the areas of budget, billing, reporting, and financial management for IT initiatives preferred.

Education: Bachelor's Degree

Budget/Financial Analyst (Intermediate)

Qualifications: Four (4) years

Functional Responsibility: Duties include, but are not limited to, evaluation and recommendation of products and services. Possesses detail understanding and training in applicable finance and accounting administration practices and tools for the specific project and environment (e.g. Quickbooks, Deltek Cobra, GCS Premier, etc).

Follows statutory requirements to assist in budget formulation, execution, analysis, problem resolution, program build briefings, and development of budget descriptions and justifications. Prepares independent cost estimates, develops life-cycle cost estimates and analyses, and performs cost benefit and economic evaluations. Collects cost and technical data, develops cost estimating methods to include modeling and statistical analysis and develops cost instructions and policies/procedures. Experience providing management and support in the areas of budget, billing, reporting, and financial management for IT initiatives preferred.

Education: Bachelor's Degree

Budget/Financial Analyst (Junior)

Qualifications: Two (2) years experience in providing support in the areas of budget, billing, reporting, and financial management for IT initiatives. Duties include, but are not limited to, evaluation and recommendation of products and services. Possesses detail understanding and training in applicable finance and accounting administration practices and tools for the specific project and environment (e.g. Quickbooks, Deltek Cobra, GCS Premier, etc).

Functional Responsibility: Follows statutory requirements to assist in budget formulation, execution, analysis, problem resolution, program build briefings, and development of budget descriptions and justifications. Prepares independent cost estimates, develops life-cycle cost estimates and analyses, and performs cost benefit and economic evaluations. Collects cost and technical data, develops cost estimating methods to include modeling and statistical analysis and develops cost instructions and policies/procedures.

Education: Bachelor's Degree or equivalent in Business Administration, Finance, Accounting.

Business Analyst (Senior)

Qualifications: Six (6) years experience in providing support in a related field.

Functional Responsibility: Assembles, prepares, and analyzes data for studies, statistical models, evaluations, system requirements, and other needs. Uses technical discretion within defined practices and policies in selecting methods and techniques for determining approaches or obtaining solutions. Assembles, prepares, and analyzes data. Provides technical advice and operating assistance in interpreting results. Provides input or may prepare technical reports based on the expert interpretation of analyzed data.

Education: Bachelor's Degree. Four (4) years of additional experience may substitute for bachelor's degree.

Business Analyst (Intermediate)

Qualifications: Four (4) years experience in providing support in a related field.

Functional Responsibility: Assembles, prepares, and analyzes data for studies, statistical models, evaluations, system

Responsibility: requirements, and other needs. Uses technical discretion within defined practices and policies in selecting methods and techniques for determining approaches or obtaining solutions. Assembles, prepares, and analyzes data. Provides technical advice and operating assistance in interpreting results. Provides input or may prepare technical reports based on the expert interpretation of analyzed data.

Education: Bachelor's Degree. Four (4) years of additional experience may substitute for bachelor's degree.

Business Analyst (Junior)

Qualifications: One (1) year

Functional Responsibility: Assembles, prepares, and analyzes data for studies, statistical models, evaluations, system requirements, and other needs. Uses technical discretion within defined practices and policies in selecting methods and techniques for determining approaches or obtaining solutions. Assembles, prepares, and analyzes data. Provides technical advice and operating assistance in interpreting results. Provides input or may prepare technical reports based on the expert interpretation of analyzed data. Experience providing support in a related field preferred.

Education: Bachelor's Degree

Business Subject Matter Expert

Qualifications: Minimum 10+ years experience. Confers with client management to understand the client's strategic information technology business goals and information technology strategy. Analyzes client requirements and recommends development or acquisition strategies. Assists clients in developing strategic plans and concepts. Advises client on the impact of new legislation or new technologies that are relevant to their agency. Demonstrates superior oral and written communication skills

Functional Responsibility: Bachelor's Degree* in Computer Science, Engineering, or Information Technology or equivalent experience/certifications.

Education: Bachelor's Degree or equivalent industry experience and certifications.

Configuration Management Specialist (Senior)

Qualifications: Six (6) years

Functional Responsibility: Manages staff and regulates the change process so that only approved and validated changes are incorporated into product documents and related software. Provides configuration management planning. Describes provisions for configuration identification, change control, configuration status accounting, and configuration audits. Experience in configuration management and control preferred.

Education: Bachelor's degree

Configuration Management Specialist (Intermediate)

Qualifications: Three (3) years

Functional Responsibility: Regulates the change process so that only approved and validated changes are incorporated into product documents and related software. Provides configuration management planning. Describes provisions for configuration identification, change control, configuration status accounting, and configuration audits. Experience in configuration management and control preferred.

Education: Bachelor's degree

Configuration Management Specialist (Junior)

Qualifications: Zero (0) years

Functional Responsibility: Regulates the change process so that only approved and validated changes are incorporated into product documents and related software. Describes provisions for configuration identification, change control, configuration status accounting, and configuration audits. Experience in configuration management and control preferred.

Education: Associate's degree

Cybersecurity Engineer (Senior)

Qualifications: Eight (8) years

Functional Responsibility: Provides functional expertise in defining security requirements and developing security solutions for information protection. Defines and develops security policies and processes related to the protection of sensitive or classified information. Designs, develops, engineers and implement solutions to protection of sensitive or classified information. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in defining security programs or processes for the protection of sensitive or classified information. Experience in one or more systems and architectures and associated hardware: mainframe, mini, or client/server based preferred. Experience in systems analysis and programming preferred.

Education: Bachelor's degree

Cybersecurity Engineer (Intermediate)

Qualifications: Four (4) years

Functional Responsibility: Provides functional expertise in defining security requirements and developing security solutions for information protection. Defines and develops security policies and processes related to the protection of sensitive or classified information. Designs, develops, engineers and implement solutions to protection of sensitive or classified information. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in one or more systems and associated hardware: mainframe, mini, or client/server based preferred. Experience in systems analysis and programming preferred.

Education: Bachelor's degree

Cybersecurity Engineer (Junior)

Qualifications: One (1) year

Functional Responsibility: Provides functional support in defining security requirements and developing security solutions for information protection. Designs, develops, engineers and implement solutions to protection of sensitive or classified information. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution.

Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in systems analysis and programming preferred.

Education: Bachelor's degree

Database Specialist (Principal)

Qualifications: Ten (10) years of experience in the development and maintenance of database management systems-and database management systems design, system analysis, and development. Experience in current operating internals and database management systems. Experience in all phases of the software-development life cycle.

Functional Responsibility: Lead teams in the database design and implementation process. Develop and test logical and physical database designs. Review logical and physical designs of existing databases and perform tuning, in coordination with the senior database engineer, to ensure maximum operating efficiency. Perform data analysis, database design, development activities, and implementation, as directed, for databases and database conversions. Perform database-restructuring activities. Work with users and information systems development staff to determine data storage and access requirements.

Education: Bachelor's Degree or equivalent in Electrical Engineering, Mechanical Engineering, Computer Science, Management Information Systems, Systems Engineering or Electrical Engineering Technology.

Database Specialist (Senior)

Qualifications: Seven (7) years of experience in the development and maintenance of database management systems-and database management systems design, system analysis, and development. Experience in current operating internals and database management systems. Experience in all phases of the software-development life cycle.

Functional Responsibility: Develop and test logical and physical database designs. Review logical and physical designs of existing databases and perform tuning, in coordination with the senior database engineer, to ensure maximum operating efficiency. Perform data analysis, database design, development activities, and implementation, as directed, for databases and database conversions. Perform database-restructuring activities. Work with users and information systems development staff to determine data storage and access requirements.

Education: Bachelor's Degree or equivalent in Electrical Engineering, Mechanical Engineering, Computer Science, Management Information Systems, Systems Engineering or Electrical Engineering Technology.

Database Specialist (Intermediate)

Qualifications: Four (4) years experience in providing technical expertise and guidance in the definition, control, integrity, operations, and management of database management systems. Duties include, but are not limited to, evaluation and recommendation of products and services. Possesses detail understanding and training in applicable database administration practices and tools for the specific project and environment (e.g. MS Access™, MS SQL Server™, Oracle™, etc).

Functional Responsibility: Guide the development and management of database system development projects. Provide technical expertise and guidance in the logical and physical database design, development, transition, operation, and maintenance of database management systems. Conduct

management studies and define data requirements. Evaluate the data processing techniques, database management, and management information system concepts and applications as they relate to customer information needs and goals. Define all required database administration policies, procedures, standards, and guidelines.

Education: Bachelor's Degree or equivalent in Business Administration, Computer Science, Engineering, Management Information Systems, or Mathematics.

Database Specialist (Junior)

Qualifications: At a minimum should have relevant work experience within the last three (3) years in current database management systems technologies, application design utilizing various database management systems, and experience with database management systems internals. Experience should demonstrate the ability to meet the duties described below.

Functional Responsibility: Acts as a project member in the design and installation of database applications. Ensures appropriate linkages to existing databases and data processing systems. Ensures adequate security and recovery procedures are included in all data base designs. Directs the training of user groups in the protocols involved in updating and accessing the database. Monitors database transactions to ensure correct usage of the database. Provides technical expertise on the database system to user and data processing personnel.

Education: Bachelor's Degree or equivalent in Business Administration, Computer Science, Engineering, Management Information Systems, or Mathematics. Or equivalent experience in a related field.

Enterprise Architect

Qualifications: Ten (10) years of experience in the development and maintenance of systems, Integration Tier, Security, Standards compliance, business activity monitoring, systems design, system analysis, and development. Experience in defining and implementing a systems architecture using a combination of COTS processing, networking and data storage components into an embedded solution.

Functional Responsibility: Provides high-level architectural expertise to managers and technical staff. Develops architectural products and deliverables for the enterprise and operational business lines. Develops strategy of system and the design infrastructure necessary to support that strategy. Advises on selection of technological purchases with regards to processing, data storage, data access, and applications development. Sets standards for the client/server relational structure for the organization (SQL, ORACLE, SYBASE, etc.). Advises of feasibility of potential future projects to management.

Education: Bachelor's Degree or equivalent in Electrical Engineering, Mechanical Engineering, Computer Science, Management Information Systems, Systems Engineering or Electrical Engineering Technology.

Helpdesk Specialist (Senior)

Qualifications: Minimum six (6) years experience. Including three (3) year of experience includes knowledge of PC operating systems, e.g., DOS, Windows, as well as networking and mail standards and work on a help desk. Demonstrated ability to communicate orally and in writing and a positive customer service attitude.

Functional Responsibility: Leads helpdesk and support team and facilitates higher level support. Provides phone and in-person oversight support to users in the areas of e-mail, directories, standard Windows desktop applications, and other applications. May serve as the follow on point of contact for troubleshooting network applications, and hardware/software PC and printer problems.

Education: BS/BA or appropriate experience. Two (2) years experience is equivalent to one (1) year of education (i.e. four (4) years experience is equivalent to an Associate's degree.)

Helpdesk Specialist (Intermediate)

Qualifications: Minimum four (4) years experience. Including one (1) year of experience includes knowledge of PC operating systems, e.g., DOS, Windows, as well as networking and mail standards and work on a help desk. Demonstrated ability to communicate orally and in writing and a positive customer service attitude.

Functional Responsibility: Provides phone and in-person support to users in the areas of e-mail, directories, standard Windows desktop applications, and other applications. May serve as the initial point of contact for troubleshooting network applications, and hardware/software PC and printer problems.

Education: BS/BA or appropriate experience. Two (2) years experience is equivalent to one (1) year of education (i.e. four (4) years experience is equivalent to an Associate's degree.)

Helpdesk Specialist (Junior)

Qualifications: Minimum two (2) years experience. Including one (1) year of experience includes knowledge of PC operating systems, e.g., DOS, Windows, as well as networking and mail standards and work on a help desk. Demonstrated ability to communicate orally and in writing and a positive customer service attitude.

Functional Responsibility: Provides phone and in-person support to users in the areas of e-mail, directories, standard Windows desktop applications, and other applications. May serve as the initial point of contact for troubleshooting network applications, and hardware/software PC and printer problems.

Education: A.A. /A.S. degree in related field. Two (2) years experience is equivalent to one (1) year of education (i.e. four (4) years experience is equivalent to an Associate's degree.)

Information Assurance/Security Specialist (Senior)

Qualifications: A Information Security Specialist has at least six (6) years of total experience and at least two (2) years specialized project experience or formal training.

Functional Responsibility: Formulates and assesses I/T security policy to include business impact. Prepares security plans for employing enterprise-wide security architecture to include the design of cryptographic solutions. Develops integrated security services management. Executes security awareness training. Assesses and audits network penetration testing anti virus planning assistance, risk analysis and incident response. Provides security engineering support for application development (including system security certifications and project evaluations). This may include the development, design and implementation of firewalls, and evaluation, review and test of security code. Experience with several architectures and platforms in an integrated environment.

Education: Master's Degree in related discipline or equivalent. Six (6) years of general experience is considered equivalent to a Master's Degree.

Information Assurance/Security Specialist (Intermediate)

Qualifications: A Information Security Specialist Intermediate has at least four (4) years of total experience and at least two (2) years specialized project experience or formal training.

Functional Formulates and assesses I/T security policy to include business impact. Prepares security plans

Responsibility: for employing enterprise-wide security architecture to include the design of cryptographic solutions. Develops integrated security services management. Executes security awareness training. Assesses and audits network penetration testing anti virus planning assistance, risk analysis and incident response. Provides security engineering support for application development (including system security certifications and project evaluations). This may include the development, design and implementation of firewalls, and evaluation, review and test of security code. Experience with several architectures and platforms in an integrated environment.

Education: Bachelor's Degree in related discipline or equivalent. Six (6) years of general experience is considered equivalent to a Bachelor's Degree.

Information Assurance/Security Specialist (Junior)

Qualifications: A Information Security Specialist Junior has from one (1) to three (3) years of total experience and at least six (6) months specialized project experience or formal training.

Functional Responsibility: Formulates and assesses I/T security policy to include business impact. Prepares security plans for employing enterprise-wide security architecture to include the design of cryptographic solutions. Develops integrated security services management. Executes security awareness training. Assesses and audits network penetration testing anti virus planning assistance, risk analysis and incident response. Provides security engineering support for application development (including system security certifications and project evaluations). This may include the development, design and implementation of firewalls, and evaluation, review and test of security code. Experience with several architectures and platforms in an integrated environment. Significant knowledge of the field and the ability to work independently on typical assignments.

Education: Bachelor's Degree in related discipline or equivalent. Six (6) years of general experience is considered equivalent to a Bachelor's Degree.

Microsoft Consulting Services SME II

Qualifications: Minimum 9+ years experience in expertise in Microsoft services as well as business solutions deployment for professional service companies including consulting, IT service, architecture, engineering, or other project-centric organizations. Expert in Microsoft specific software such as SharePoint, Exchange, Skype, Active Directory, and others.

Functional Responsibility: This individual will have familiarity with Microsoft in one or more of the following areas: Microsoft Solutions Framework, product futures, and relevant Certified Training in infrastructure and/or development areas associated with Microsoft's products.

Education: Bachelor's Degree or equivalent industry experience and certifications.

Microsoft Consulting Services SME I

Qualifications: Minimum 7+ years experience in expertise in Microsoft services as well as business solutions deployment for professional service companies including consulting, IT service, architecture, engineering, or other project-centric organizations. Expert in Microsoft specific software such as SharePoint, Exchange, Skype, Active Directory, and others.

Functional Responsibility: This individual will have familiarity with Microsoft in one or more of the following areas: Microsoft Solutions Framework, product futures, and relevant Certified Training in infrastructure and/or development areas associated with Microsoft's products.

Education: Bachelor's Degree or equivalent industry experience and certifications.

Network Engineer (Senior)

Qualifications: Requires expert knowledge of LAN/WAN systems, networks, and applications. Requires six years of experience.

Functional Responsibility: Assists in the development and maintenance of network communications. Uses knowledge of LAN/WAN systems to help design and install internal and external networks. Tests and evaluates network systems to eliminate problems and make improvements. May require a bachelor's degree and at least 6 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager.

Education: Bachelor's Degree in Computer Science or equivalent experience.

Network Engineer (Intermediate)

Qualifications: Three (3) years

Functional Responsibility: Assists in the development and maintenance of network communications. Uses knowledge of LAN/WAN systems to help design and install internal and external networks. Tests and evaluates network systems to eliminate problems and make improvements. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager. Network engineering experience and knowledge of LAN/WAN systems, networks, and applications preferred.

Education: Bachelor's degree

Network Engineer (Junior)

Qualifications: Relative experience in performing a variety of networks engineering tasks, which are broad in nature

Functional Responsibility: Under supervision performs a variety of network engineering tasks which are broad in nature and are concerned with the design and implementation of integrated networks, including personal, hardware, software and support facilities and/or equipment. Installs; configures and maintains software in a client/server networked environment. Installs local area networks (LANs) as well as wide area networks (WANs.) Selects, orders and installs equipment at Customer field sites. This activity includes the installation of infrastructure and equipment, operating systems and user software, as well as maintenance and exercise support. Installs infrastructures including routers, hubs, and interconnections. Assists in providing technical documentation to support installation activities. Assists with Customer on-site surveys. Participates in the preparation of drawings and reports documenting and recording on-site activities. Interfaces with customers, end users and team members for site activities as directed. Performs systems checkout/test and introductory training as required. Perform trips to customer sites for installations, surveys and audits.

Education: Bachelor's Degree and 2 years of general experience. 6 years of general experience can be supplemented for a Bachelor's Degree.

Program Manager (Principal)

Qualifications: Twelve (12) years of experience performing tasks focused on the leadership and/or task management of information systems engineering or systems integration projects and at least ten (10) years of technical experience in software engineering, Management information systems, and/or information security engineering or related program capacity.

- Functional Responsibility:* Responsible for the performance of programs, projects, or subsystems of major programs or projects. Directs all phases of programs/projects from inception through completion. Coordinates the preparation of project plans, milestones, and operating budgets. Acts as primary customer contact for program activity, leading program review sessions with customer to discuss cost, schedule and technical performance. Establishes design concepts, criteria and engineering efforts for product research, development integration and test. Establishes milestones and monitors adherence to master plans and schedules. Identifies program problems and obtain solutions. Directs the work of technical, analytical, architectural and administrative assignments to the project or program.
- Education:* Master's Degree or equivalent experience in Electrical Engineering, Mechanical Engineering, Computer Science, Management Information Systems, Systems Engineering, Electrical Engineering Technology, or program-related Masters.

Program Manager (Senior)

- Qualifications:* Eight (8) years of experience performing tasks focused on the leadership and/or task management of information systems engineering or systems integration projects and at least ten (10) years of technical experience in a software engineering, Management information systems, and/or information security engineering or related program capacity.
- Functional Responsibility:* Consults with the client to ensure conformity to project and contractual obligations for, but not limited to, IT projects/initiatives. Must be familiar with all phases of the systems development life cycle (i.e., identification, design, development, implementation, & maintenance of automated systems.) Oversees the analysis, design and development of new systems and system enhancements. Approves documentation standards, system specifications, feasibility and justification reports, and policy recommendations. Oversees the development and installation of techniques and procedures to implement policy decisions with regard to organizational structures, program evaluation and productivity improvements.
- Establishes and maintains technical and financial reports in order to show progress of projects to management and customers. Organizes and assigns responsibilities to subordinates and oversees the successful completion of all assigned IT tasks. Ensures the development, maintenance and implementation of Program Management Plans and Technical Specifications Plan; documents that guide the performance of all functional and technical activities performed. Ensures that maximum service is obtained from all operations through efficient use of personnel and equipment. Simultaneously plans and manages diverse and highly technical projects. Responsible for leading and performing IT training of line personnel on the project approach, techniques, software, hardware, etc.
- Education:* Bachelor's Degree in an associated discipline.

Program Manager (Intermediate)

- Qualifications:* Six (6) years
- Functional Responsibility:* Consults with the client to ensure conformity to project and contractual obligations for, but not limited to, IT projects/initiatives. Must be familiar with all phases of the systems development life cycle (i.e., identification, design, development, implementation, & maintenance of automated systems.) Oversees the analysis, design and development of new systems and system enhancements. Approves documentation standards, system specifications, feasibility and justification reports, and policy recommendations. Oversees the development and installation of techniques and procedures to implement policy decisions with regard to organizational structures, program evaluation and productivity improvements.
- Establishes and maintains technical and financial reports in order to show progress of projects

to management and customers. Organizes and assigns responsibilities to subordinates and oversees the successful completion of all assigned IT tasks. Ensures the development, maintenance and implementation of Program Management Plans and Technical Specifications Plan; documents that guide the performance of all functional and technical activities performed. Experience performing tasks focused on the leadership and/or task management of information systems engineering or systems integration projects preferred.

Education: Bachelor's Degree

Program Manager (Junior)

Qualifications: Four (4) years of experience performing tasks focused on the leadership and/or task management of information systems engineering or systems integration projects and at least four (4) years of technical experience in a software engineering, Management information systems, and/or information security engineering or related program capacity.

Functional Responsibility: Consults with the client to ensure conformity to project and contractual obligations for, but not limited to, IT projects/initiatives. Must be familiar with all phases of the systems development life cycle (i.e., identification, design, development, implementation, & maintenance of automated systems.) Oversees the analysis, design and development of new systems and system enhancements. Approves documentation standards, system specifications, feasibility and justification reports, and policy recommendations. Oversees the development and installation of techniques and procedures to implement policy decisions with regard to organizational structures, program evaluation and productivity improvements. Establishes and maintains technical and financial reports in order to show progress of projects to management and customers. Organizes and assigns responsibilities to subordinates and oversees the successful completion of all assigned IT tasks. Ensures the development, maintenance and implementation of Program Management Plans and Technical Specifications Plan; documents that guide the performance of all functional and technical activities performed. Ensures that maximum service is obtained from all operations through efficient use of personnel and equipment. Simultaneously plans and manages diverse and highly technical projects. Responsible for leading and performing IT training of line personnel on the project approach, techniques, software, hardware, etc.

Education: Bachelor's Degree in an associated discipline.

Quality Assurance Manager

Qualifications: Eight (8) years

Functional Responsibility: Provides management and oversight of quality assurance and quality control activities. Performs development of project Quality Assurance Plan and the implementation of procedures that conforms project requirements. Provides independent assessment of how the project's development and implementation process is compliant with the defined process, and recommends methods to optimize the organization's process. Responsible for all activities involving quality assurance and compliance with applicable regulatory requirements. Conducts audits and reviews/analyzes data and documentation. Develops and implements procedures and test plans for assuring quality in a system development environment which supports large databases and applications. Experience in quality assurance or quality control preferred.

Education: Bachelor's degree

Quality Assurance Specialist (Senior)

Qualifications: Six (6) years

Functional Responsibility: Provides development of project Quality Assurance Plan and the implementation of procedures that conforms project requirements. Provides independent assessment of how the project's development and implementation process is compliant with the defined process, and recommends methods to optimize the organization's process. May be responsible for all activities involving quality assurance and compliance with applicable regulatory requirements. Conducts audits and reviews/analyzes data and documentation. Develops and implements procedures and test plans for assuring quality in a system development environment which supports large databases and applications. Experience in quality assurance or quality control preferred.

Education: Bachelor's degree

Quality Assurance Specialist (Intermediate)

Qualifications: Four (4) years

Functional Responsibility: Provides execution of project Quality Assurance Plan and the implementation of procedures that conforms project requirements. Provides independent assessment of how the project's development and implementation process is compliant with the defined process, and recommends methods to optimize the organization's process. May be responsible for all activities involving quality assurance and compliance with applicable regulatory requirements. Conducts audits and reviews/analyzes data and documentation. Develops and implements procedures and test plans for assuring quality in a system development environment which supports large databases and applications. Experience in quality assurance or quality control preferred.

Education: Bachelor's degree

Quality Assurance Specialist (Junior)

Qualifications: Zero (0) years

Functional Responsibility: Provides execution of project Quality Assurance Plan and the implementation of procedures that conforms project requirements. With oversight responsible for activities involving quality assurance and compliance with applicable regulatory requirements. Conducts audits and reviews/analyzes data and documentation. Develops and implements procedures and test plans for assuring quality in a system development environment which supports large databases and applications. Experience in project or quality review and assessment preferred.

Education: Associate's degree

Security Analyst (Senior)

Qualifications: Seven (7) years

Functional Responsibility: Provides technical expertise determining enterprise information assurance and cyber security standards. Develops and implements information assurance/security standards and procedures. Coordinates, develops, and evaluates security programs. Recommends information assurance/security solutions to support customers' requirements. Identifies, reports, and resolves cyber security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in functional and systems analysis and requirements analysis in a specialized IT area preferred.

Education: Bachelor's degree

Security Analyst (Intermediate)

Qualifications: Four (4) years

Functional Provides technical expertise determining information assurance and cyber security standards.

Responsibility: Develops and implements information assurance/security standards and procedures. Recommends information assurance/security solutions to support customers' requirements. Identifies, reports, and resolves cyber security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in functional and systems analysis and requirements analysis in a specialized IT area preferred.

Education: Bachelor's degree

Security Analyst (Junior)

Qualifications: One (1) year

Functional Recommends information assurance/security solutions to support customers' requirements.

Responsibility: Identifies, reports, and resolves cyber security violations. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in functional and systems analysis preferred.

Education: Associate's degree

SharePoint Architect/Developer

Qualifications: Five (5) years

Functional Designs and develops SharePoint systems to accomplish functions in an optimum manner.

Responsibility: Develops plans for systems from project inception to completion. Analyzes the problem and the information to be processed and defines the solution. Designs and builds user interfaces for SharePoint sites using a variety of techniques, and tools. Ensures that the "look and feel" supports the organization's strategies and goals and facilitates user interaction with the system. SharePoint Development experience preferred.

Education: Bachelor's degree

Software Development Engineer (Principal)

Qualifications: Eight (8) years

Functional Provides supervisory technical and administrative direction for personnel performing software development tasks, including the review of work products for correctness, adherence to the design concept and to user standards, and for progress in accordance with schedules. Analyzes requirements for computer capabilities and determining system functions. Coordinates with Contractor Program Manager and Government Project Manager

to ensure problem solution and user satisfaction. Prepares and delivers presentations on the system concept to colleagues, subordinates and user representatives. Systems analysis/programming experience preferred.

Education: Master's degree

Software Development Engineer (Senior)

Qualifications: Six (6) years

Functional Responsibility: Provides supervisory technical and administrative direction for personnel performing software development tasks, including the review of work products for correctness, adherence to the design concept and to user standards, and for progress in accordance with schedules. Analyzes requirements for computer capabilities and determining system functions. Coordinates with Contractor Program Manager and Government Project Manager to ensure problem solution and user satisfaction. Prepares and delivers presentations on the system concept to colleagues, subordinates and user representatives. Systems analysis/programming experience preferred. Independent analysis/programming experience, with complete responsibility for tasks involving analysis, programming and implementation preferred.

Education: Bachelor's degree

Software Development Engineer (Intermediate)

Qualifications: Four (4) years

Functional Responsibility: Designs and documents data systems to accomplish system functions in an optimum manner. Develops plans for IT systems from project inception to completion. Analyzes the problem and the information to be processed and defines the solution. Develops computer programs and functions that meet the system design efficiently and that provide for ease of maintenance. Develops computer programs in a suitable language in conformance with programming standards. Systems analysis/programming experience preferred. Independent analysis/programming experience, with complete responsibility for tasks involving analysis, programming and implementation preferred.

Education: Bachelor's degree

Software Development Engineer (Junior)

Qualifications: One (1) year

Functional Responsibility: Designs and documents data systems to accomplish system functions in an optimum manner. Develops plans for IT systems from project inception to completion. Analyzes the problem and the information to be processed and defines the solution. Develops computer programs and functions that meet the system design efficiently and that provide for ease of maintenance. Develops computer programs in a suitable language in conformance with programming standards. Systems analysis/programming experience preferred.

Education: Bachelor's degree

Subject Matter Expert (Senior)

Qualifications: Ten (10) years

Functional Responsibility: Recognized for technical knowledge and judgment in a technical field with proficiency in relevant engineering principles and practices as required for technically complex assignments. Develops solutions to difficult problems. Generates concepts as evidenced by product or process improvement. Uses engineering/scientific tools to integrate requirements and solve technical problems. Utilizes tools, techniques, processes and/or facilities such as state-of-the-art simulation environments, laboratories, and test facilities. Leads engineering team activities in a specialized engineering or technology subject area. Leads technical planning activities and provides technical guidance. Experience in technical functional areas preferred.

Education: Bachelor's degree

Subject Matter Expert (Intermediate)

Qualifications: This position typically requires eight years of experience in functional areas such those described above.

Functional Responsibility: Recognized for technical knowledge and judgment in a technical field with proficiency in relevant engineering principals and practices as required for technically complex assignments. Develops solutions to difficult problems. Generates concepts as evidenced by product or process improvement. Uses engineering/scientific tools to integrate requirements and solve technical problems. Utilizes tools, techniques, processes and/or facilities such as state-of-the-art simulation environments, laboratories, and test facilities. Leads engineering team activities in a specialized engineering or technology subject area. Contributes to the technical planning process and provides technical guidance.

Education: Bachelor's degree or equivalent in Engineering, Science, or other related field.

Subject Matter Expert (Junior)

Qualifications: This position typically requires four years of experience in functional areas such those described above.

Functional Responsibility: Applies knowledge in a technical field with proficiency in relevant engineering principals and practices. Implements solutions to difficult problems. Generates concepts as evidenced by product or process improvement. Uses engineering/scientific tools to integrate requirements and solve technical problems. Utilizes tools, techniques, processes and/or facilities such as state-of-the-art simulation environments, laboratories, and test facilities. Participates in engineering team activities in a specialized engineering or technology subject area. Contributes to the technical planning process and provides technical guidance.

Education: Bachelor's degree or equivalent in Engineering, Science, or other related field.

Systems Administrator (Senior)

Qualifications: Five (5) years

Functional Responsibility: Provides technical support for implementation, administration, troubleshooting and maintenance of IT systems. Manages IT system infrastructure and processes related to these systems. Provides support to IT systems including: day-to-day operations, monitoring and problem resolution for all of the client problems. Provides second level problem identification, diagnosis and resolution of problems. Provides support for the dispatch system and hardware problems and remains involved in the resolution process. Provides support for the escalation and communication of status to agency management and internal customers. Experience in one or more systems and architectures and associated hardware: mainframe, mini, or client/server based. Experience in systems or network oversight preferred.

Education: Bachelor's degree

Systems Administrator (Intermediate)

Qualifications: Three (3) years

Functional Responsibility: Provides technical support for implementation, administration, troubleshooting and maintenance of IT systems. Manages IT system infrastructure and processes related to these systems. Provides support to IT systems including: day-to-day operations, monitoring and problem resolution for all of the client problems. Provides second level problem identification, diagnosis and resolution of problems. Provides support for the dispatch system and hardware problems and remains involved in the resolution process. Provides support for the escalation and communication of status to agency management and internal customers. Experience in one or more systems and architectures and associated hardware: mainframe, mini, or client/server based. Experience in systems or network oversight preferred.

Education: Bachelor's degree

Systems Administrator (Junior)

Qualifications: One (1) year

Functional Responsibility: Provides technical support for implementation, administration, troubleshooting and maintenance of IT systems. Provides support to IT systems including: day-to-day operations, monitoring and problem resolution for all of the client problems. Provides second level problem identification, diagnosis and resolution of problems. Provides support for the dispatch system and hardware problems and remains involved in the resolution process. Provides support for the escalation and communication of status to agency management and internal customers. Experience in systems or network administration and operations preferred.

Education: Associate's degree

Systems Engineer (Senior)

Qualifications: Eight (8) years

Functional Responsibility: Provides highly technical expertise and guidance for performance of tasks where it is needed. Expertise may be in advanced or highly complex IT systems. Performs in all phases of systems development and implementation, with special emphasis on study and analysis, and testing and acceptance phases. Performs evaluation of current IT operations in order to determine multi-year projections for personnel, hardware, and software. Participates in hardware/software evaluations. May be required to act as supervisor on one or more tasks. Supports contract management and systems analysts, as well as Government personnel to ensure that the problem has been properly identified and that the solution shall satisfy the customer's requirements. Provides highly technical expertise and guidance in IT specialties not covered by other specialists. Systems analysis in a specialized IT area(s), e.g. telecommunications, operating systems software, software/hardware integration, software validation and verification preferred.

Education: Bachelor's degree

Systems Engineer (Intermediate)

Qualifications: Three (3) years

Functional Provides technical expertise and guidance for performance of tasks where it is needed.

Responsibility: Performs in all phases of systems development and implementation, with special emphasis on study and analysis, and testing and acceptance phases. Performs evaluation of current IT operations in order to determine multi-year projections for personnel, hardware, and software. Participates in hardware/software evaluations. May be required to act as supervisor on one or more tasks. Supports contract management and systems analysts, as well as Government personnel to ensure that the problem has been properly identified and that the solution shall satisfy the customer's requirements. Provides highly technical expertise and guidance in IT specialties not covered by other specialists. Systems analysis in a specialized IT area(s), e.g. telecommunications, operating systems software, software/hardware integration, software validation and verification preferred.

Education: Bachelor's degree

Systems Engineer (Junior)

Qualifications: One (1) year

Functional Responsibility: Performs in all phases of systems development and implementation, with special emphasis on study and analysis, and testing and acceptance phases. Performs evaluation of current IT operations in order to determine multi-year projections for personnel, hardware, and software. Participates in hardware/software evaluations. Supports systems analysts, as well as Government personnel to ensure that the problem has been properly identified and that the solution shall satisfy the customer's requirements. Provides technical expertise and guidance in IT specialties not covered by other specialists. Systems analysis in a specialized IT area(s), e.g. telecommunications, operating systems software, software/hardware integration, software validation and verification preferred.

Education: Bachelor's degree

Technical Writer (Senior)

Qualifications: Five (5) years

Functional Responsibility: Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Oversees staff developing technical documents and workflows. Experience developing and providing technical and end-user documents on technical services, computer hardware and application software preferred.

Education: Bachelor's Degree

Technical Writer (Intermediate)

Qualifications: 0-2 years experience in developing and providing technical and end-user training on computer hardware and application software.

Functional Responsibility: Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document. May require a bachelor's degree in a related area and 0-2 years of experience in the field or in a related area. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment. Works under immediate supervision; typically reports to a supervisor or manager.

Education: Bachelor's Degree or equivalent in Business Administration, Computer Science, Engineering,

Journalism, Literature, Management Information Systems, or Mathematics.

Technical Writer (Junior)

Qualifications: Zero (0) years

Functional Responsibility: May be responsible for coordinating the display of graphics and the production of the document. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment. Works under immediate supervision; typically reports to a supervisor or manager. Experience developing and providing technical and end-user documents on technical services, computer hardware and application software preferred.

Education: Associate's Degree

Test Engineer (Senior)

Qualifications: Five (5) years

Functional Responsibility: Provides subject matter expertise-level testing proficiency to support requirements of complex software/hardware applications. Directs and participates in all phases of system and application assessments and software/hardware development with emphasis on analysis of user requirements, test design, and test tools selection. Manages the test design and documentation to support all applicable client, agency, or industry standards schedules and budgets. Ensures program managers are fully informed of testing status and application deviations from documented user requirements. Experience in a computer-related field including progressive experience in performing software testing for complex to highly complex software hardware applications and/or systems preferred.

Education: Bachelor's degree

Test Engineer (Intermediate)

Qualifications: Two (2) years

Functional Responsibility: Provides testing proficiency to support requirements of complex software/hardware applications. Directs and participates in all phases of system and application assessments and software/hardware development with emphasis on analysis of user requirements, test design, and test tools selection. Manages the test design and documentation to support all applicable client, agency, or industry standards schedules and budgets. Ensures program managers are fully informed of testing status and application deviations from documented user requirements. Experience in a computer-related field including progressive experience in performing software testing for complex software hardware applications and/or systems preferred.

Education: Bachelor's degree

Test Engineer (Junior)

Qualifications: Zero (0) years

Functional Responsibility: Provides testing to support requirements of complex software/hardware applications. Participates in system and application assessments and software/hardware development with emphasis on analysis of user requirements, test design, and test tools selection. Participates in test design and documentation to support all applicable client, agency, or industry standards schedules and budgets. Ensures program managers are fully informed of testing status and application deviations from documented user requirements. Experience in a computer-related field including progressive experience in performing software testing for

complex software hardware applications and/or systems preferred.

Education: Bachelor's degree

Training Developer (Senior)

Qualifications: Six (6) years

Functional Responsibility: Assesses, designs, and conceptualizes training scenarios, approaches, objectives, plans, tools, curriculums, and other technologies related to training. Identifies training requirements to include, but not limited to hardware, software, simulations, course assessment and refreshment, computer assisted and adaptive testing, and team and unit assessment and measurement. Develops and revises training courses. Prepares training catalogs and course materials. Trains personnel by conducting formal classroom courses, workshops, and seminars. Experience in training and training development preferred.

Education: Bachelor's degree

Training Developer (Intermediate)

Qualifications: Four (4) years

Functional Responsibility: Assesses, designs, and conceptualizes training approaches, objectives, plans, tools, curriculums, and other technologies related to training. Identifies training requirements to include, but not limited to hardware, software, course assessment and refreshment, computer assisted and adaptive testing, and team and unit assessment and measurement. Develops and revises training courses. Prepares course materials. Trains personnel by conducting formal classroom courses, workshops, and seminars. Experience in training and training development preferred.

Education: Bachelor's degree

Training Developer (Junior)

Qualifications: One (1) year

Functional Responsibility: Assesses, designs, and conceptualizes training approaches, objectives, and curriculums related to training. Identifies training requirements to include, but not limited to hardware, software, course assessment and refreshment, computer assisted and adaptive testing, and team and unit assessment and measurement. Develops and revises training courses. Prepares course materials. Trains personnel by conducting formal classroom courses, workshops, and seminars. Experience in training and training development preferred.

Education: Bachelor's degree

Web Developer (Senior)

Qualifications: 6-8 years experience in open source development, HTML, and knowledge of web architecture/development for the web.

Functional Responsibility: Designs and builds user interfaces for web sites using a variety of graphics software applications, techniques, and tools. Interface design includes animation and special-effects elements. Ensures that the "look and feel" supports the organization's strategies and goals and facilitates user interaction with the system.

Education: Bachelors Degree or equivalent.

Web Developer (Intermediate)

Qualifications: Three (3) years

Functional Responsibility: Designs and builds user interfaces for web sites using a variety of graphics software applications, techniques, and tools. Interface design includes animation and special-effects elements. Ensures that the "look and feel" supports the organization's strategies and goals and facilitates user interaction with the system. Experience in open source development, HTML, and knowledge of web architecture/development for the web preferred.

Education: Bachelor's degree

Web Developer (Junior)

Qualifications: One (1) year

Functional Responsibility: Designs and builds user interfaces for web sites using a variety of graphics software applications, techniques, and tools. Interface design includes animation and special-effects elements. Ensures that the "look and feel" supports the organization's strategies and goals and facilitates user interaction with the system. Experience in open source development, HTML, and knowledge of web architecture/development for the web preferred.

Education: Bachelor's degree

SIN 132-51/RC/STLOC GOVERNMENT SITE RATES:

Labor Category	4/24/2019 - 4/23/2020 Government Site	4/24/2020 - 4/23/2021 Government Site	4/24/2021 - 4/23/2022 Government Site	4/24/2022 - 4/23/2023 Government Site	4/24/2023 - 4/23/2024 Government Site
Applications Systems Analyst/Programmer (Senior)	\$126.97	\$130.78	\$134.70	\$138.74	\$142.90
Applications Systems Analyst/Programmer (Intermediate)	\$95.40	\$98.26	\$101.21	\$104.24	\$107.37
Applications Systems Analyst/Programmer (Junior)	\$80.39	\$82.80	\$85.29	\$87.85	\$90.48
Budget/Financial Analyst (Senior)	\$101.62	\$104.67	\$107.81	\$111.04	\$114.37
Budget/Financial Analyst (Intermediate)	\$83.48	\$85.99	\$88.57	\$91.22	\$93.96
Budget/Financial Analyst (Junior)	\$72.42	\$74.59	\$76.83	\$79.13	\$81.51
Business Analyst (Senior)	\$117.48	\$121.01	\$124.64	\$128.38	\$132.23
Business Analyst (Intermediate)	\$86.33	\$88.92	\$91.59	\$94.34	\$97.17
Business Analyst (Junior)	\$76.84	\$79.14	\$81.52	\$83.96	\$86.48
Business Subject Matter Expert	\$358.46	\$369.21	\$380.29	\$391.70	\$403.45
Configuration Management Specialist (Senior)	\$101.97	\$105.03	\$108.18	\$111.43	\$114.77
Configuration Management Specialist (Intermediate)	\$89.99	\$92.69	\$95.47	\$98.34	\$101.29
Configuration Management Specialist (Junior)	\$66.00	\$67.98	\$70.02	\$72.12	\$74.29
Cybersecurity Engineer (Senior)	\$193.31	\$199.11	\$205.08	\$211.24	\$217.57
Cybersecurity Engineer (Intermediate)	\$125.25	\$129.01	\$132.88	\$136.86	\$140.97
Cybersecurity Engineer (Junior)	\$106.99	\$110.20	\$113.50	\$116.91	\$120.41
Database Specialist (Principal)	\$170.06	\$175.17	\$180.42	\$185.83	\$191.41
Database Specialist (Senior)	\$158.13	\$162.87	\$167.76	\$172.79	\$177.97
Database Specialist (Intermediate)	\$118.77	\$122.33	\$126.00	\$129.78	\$133.68
Database Specialist (Junior)	\$79.79	\$82.19	\$84.65	\$87.19	\$89.81
Enterprise Architect	\$176.13	\$181.41	\$186.86	\$192.46	\$198.24
Helpdesk Specialist (Senior)	\$90.26	\$92.97	\$95.76	\$98.63	\$101.59
Helpdesk Specialist (Intermediate)	\$69.16	\$71.24	\$73.38	\$75.58	\$77.85
Helpdesk Specialist (Junior)	\$44.03	\$45.35	\$46.71	\$48.12	\$49.56
Information Assurance/Security Specialist (Senior)	\$165.12	\$170.07	\$175.18	\$180.43	\$185.84
Information Assurance/Security Specialist (Intermediate)	\$124.36	\$128.09	\$131.94	\$135.89	\$139.97
Information Assurance/Security Specialist (Junior)	\$80.39	\$82.80	\$85.29	\$87.85	\$90.48
Microsoft Consulting Services SME II	\$299.83	\$308.83	\$318.09	\$327.64	\$337.46
Microsoft Consulting Services SME I	\$269.68	\$277.78	\$286.11	\$294.69	\$303.53
Network Engineer (Senior)	\$159.50	\$164.28	\$169.21	\$174.29	\$179.51
Network Engineer (Intermediate)	\$85.93	\$88.51	\$91.17	\$93.90	\$96.72
Network Engineer (Junior)	\$78.48	\$80.83	\$83.25	\$85.75	\$88.33

Program Manager (Principal)	\$208.03	\$214.27	\$220.70	\$227.32	\$234.14
Program Manager (Senior)	\$168.01	\$173.05	\$178.25	\$183.59	\$189.10
Program Manager (Intermediate)	\$135.01	\$139.06	\$143.23	\$147.53	\$151.96
Program Manager (Junior)	\$90.26	\$92.97	\$95.76	\$98.63	\$101.59
Quality Assurance Manager	\$128.37	\$132.22	\$136.19	\$140.27	\$144.48
Quality Assurance Specialist (Senior)	\$105.75	\$108.92	\$112.19	\$115.56	\$119.02
Quality Assurance Specialist (Intermediate)	\$95.02	\$97.87	\$100.80	\$103.83	\$106.94
Quality Assurance Specialist (Junior)	\$77.64	\$79.97	\$82.37	\$84.84	\$87.39
Security Analyst (Senior)	\$133.36	\$137.37	\$141.49	\$145.73	\$150.10
Security Analyst (Intermediate)	\$100.02	\$103.02	\$106.11	\$109.30	\$112.58
Security Analyst (Junior)	\$61.13	\$62.96	\$64.85	\$66.80	\$68.80
SharePoint Architect/Developer	\$132.47	\$136.44	\$140.54	\$144.75	\$149.09
Software Development Engineer (Principal)	\$204.27	\$210.40	\$216.71	\$223.21	\$229.91
Software Development Engineer (Senior)	\$171.43	\$176.58	\$181.87	\$187.33	\$192.95
Software Development Engineer (Intermediate)	\$124.95	\$128.70	\$132.56	\$136.54	\$140.63
Software Development Engineer (Junior)	\$102.54	\$105.61	\$108.78	\$112.04	\$115.41
Subject Matter Expert (Senior)	\$187.44	\$193.06	\$198.85	\$204.82	\$210.96
Subject Matter Expert (Intermediate)	\$176.13	\$181.41	\$186.86	\$192.46	\$198.24
Subject Matter Expert (Junior)	\$121.93	\$125.59	\$129.36	\$133.24	\$137.23
Systems Administrator (Senior)	\$105.85	\$109.03	\$112.30	\$115.67	\$119.14
Systems Administrator (Intermediate)	\$88.29	\$90.94	\$93.67	\$96.48	\$99.37
Systems Administrator (Junior)	\$65.26	\$67.22	\$69.24	\$71.31	\$73.45
Systems Engineer (Senior)	\$172.90	\$178.08	\$183.43	\$188.93	\$194.60
Systems Engineer (Intermediate)	\$136.30	\$140.39	\$144.60	\$148.94	\$153.41
Systems Engineer (Junior)	\$92.68	\$95.46	\$98.32	\$101.27	\$104.31
Technical Writer (Senior)	\$85.33	\$87.88	\$90.52	\$93.24	\$96.03
Technical Writer (Intermediate)	\$76.48	\$78.77	\$81.13	\$83.57	\$86.08
Technical Writer (Junior)	\$48.45	\$49.90	\$51.40	\$52.94	\$54.53
Test Engineer (Senior)	\$100.20	\$103.20	\$106.30	\$109.49	\$112.77
Test Engineer (Intermediate)	\$77.18	\$79.49	\$81.88	\$84.33	\$86.86
Test Engineer (Junior)	\$55.65	\$57.32	\$59.04	\$60.81	\$62.64
Training Developer (Senior)	\$107.96	\$111.20	\$114.54	\$117.98	\$121.52
Training Developer (Intermediate)	\$89.99	\$92.69	\$95.47	\$98.34	\$101.29
Training Developer (Junior)	\$78.00	\$80.34	\$82.75	\$85.23	\$87.79
Web Developer (Senior)	\$116.19	\$119.68	\$123.27	\$126.97	\$130.78
Web Developer (Intermediate)	\$89.99	\$92.69	\$95.47	\$98.34	\$101.29
Web Developer (Junior)	\$78.00	\$80.34	\$82.75	\$85.23	\$87.79

SIN 132-51/RC/STLOC CONTRACTOR SITE RATES:

Labor Category	4/24/2019 - 4/23/2020 Contractor Site	4/24/2020 - 4/23/2021 Contractor Site	4/24/2021 - 4/23/2022 Contractor Site	4/24/2022 - 4/23/2023 Contractor Site	4/24/2023 - 4/23/2024 Contractor Site
Applications Systems Analyst/Programmer (Senior)	-	-	-	-	-
Applications Systems Analyst/Programmer (Intermediate)	-	-	-	-	-
Applications Systems Analyst/Programmer (Junior)	-	-	-	-	-
Budget/Financial Analyst (Senior)	\$111.79	\$115.14	\$118.59	\$122.15	\$125.82
Budget/Financial Analyst (Intermediate)	\$91.83	\$94.59	\$97.43	\$100.35	\$103.36
Budget/Financial Analyst (Junior)	-	-	-	-	-
Business Analyst (Senior)	-	-	-	-	-
Business Analyst (Intermediate)	-	-	-	-	-
Business Analyst (Junior)	\$84.52	\$87.06	\$89.67	\$92.36	\$95.13
Business Subject Matter Expert	-	-	-	-	-
Configuration Management Specialist (Senior)	\$112.18	\$115.54	\$119.01	\$122.58	\$126.26
Configuration Management Specialist (Intermediate)	\$98.99	\$101.96	\$105.02	\$108.17	\$111.42
Configuration Management Specialist (Junior)	\$72.59	\$74.77	\$77.02	\$79.33	\$81.71
Cybersecurity Engineer (Senior)	\$222.58	\$229.26	\$236.14	\$243.22	\$250.52
Cybersecurity Engineer (Intermediate)	\$146.24	\$150.63	\$155.15	\$159.80	\$164.59
Cybersecurity Engineer (Junior)	\$123.20	\$126.89	\$130.70	\$134.62	\$138.66
Database Specialist (Principal)	-	-	-	-	-
Database Specialist (Senior)	-	-	-	-	-
Database Specialist (Intermediate)	-	-	-	-	-
Database Specialist (Junior)	-	-	-	-	-
Enterprise Architect	-	-	-	-	-
Helpdesk Specialist (Senior)	-	-	-	-	-
Helpdesk Specialist (Intermediate)	-	-	-	-	-
Helpdesk Specialist (Junior)	-	-	-	-	-
Information Assurance/Security Specialist (Senior)	-	-	-	-	-
Information Assurance/Security Specialist (Intermediate)	-	-	-	-	-
Information Assurance/Security Specialist (Junior)	-	-	-	-	-
Microsoft Consulting Services SME II	-	-	-	-	-
Microsoft Consulting Services SME I	-	-	-	-	-
Network Engineer (Senior)	-	-	-	-	-
Network Engineer (Intermediate)	\$94.51	\$97.35	\$100.27	\$103.28	\$106.37

Network Engineer (Junior)	-	-	-	-	-
Program Manager (Principal)	-	-	-	-	-
Program Manager (Senior)	-	-	-	-	-
Program Manager (Intermediate)	\$148.51	\$152.96	\$157.55	\$162.28	\$167.14
Program Manager (Junior)	-	-	-	-	-
Quality Assurance Manager	\$147.81	\$152.24	\$156.81	\$161.51	\$166.36
Quality Assurance Specialist (Senior)	\$116.33	\$119.82	\$123.41	\$127.11	\$130.93
Quality Assurance Specialist (Intermediate)	\$100.34	\$103.35	\$106.45	\$109.65	\$112.94
Quality Assurance Specialist (Junior)	\$85.39	\$87.95	\$90.59	\$93.30	\$96.10
Security Analyst (Senior)	\$149.36	\$153.84	\$158.46	\$163.21	\$168.11
Security Analyst (Intermediate)	\$112.02	\$115.38	\$118.84	\$122.41	\$126.08
Security Analyst (Junior)	\$68.46	\$70.52	\$72.63	\$74.81	\$77.06
SharePoint Architect/Developer	\$145.71	\$150.09	\$154.59	\$159.23	\$164.00
Software Development Engineer (Principal)	\$235.71	\$242.78	\$250.06	\$257.56	\$265.29
Software Development Engineer (Senior)	\$192.00	\$197.76	\$203.70	\$209.81	\$216.10
Software Development Engineer (Intermediate)	\$142.91	\$147.20	\$151.62	\$156.16	\$160.85
Software Development Engineer (Junior)	\$118.07	\$121.61	\$125.26	\$129.02	\$132.89
Subject Matter Expert (Senior)	\$206.18	\$212.36	\$218.73	\$225.29	\$232.05
Subject Matter Expert (Intermediate)	-	-	-	-	-
Subject Matter Expert (Junior)	-	-	-	-	-
Systems Administrator (Senior)	\$116.44	\$119.93	\$123.53	\$127.24	\$131.06
Systems Administrator (Intermediate)	\$97.12	\$100.03	\$103.03	\$106.12	\$109.31
Systems Administrator (Junior)	\$71.78	\$73.93	\$76.15	\$78.44	\$80.79
Systems Engineer (Senior)	\$199.10	\$205.07	\$211.22	\$217.56	\$224.09
Systems Engineer (Intermediate)	\$156.96	\$161.67	\$166.52	\$171.52	\$176.66
Systems Engineer (Junior)	\$103.80	\$106.92	\$110.13	\$113.43	\$116.83
Technical Writer (Senior)	\$93.86	\$96.68	\$99.58	\$102.57	\$105.64
Technical Writer (Intermediate)	-	-	-	-	-
Technical Writer (Junior)	\$53.30	\$54.90	\$56.55	\$58.25	\$59.99
Test Engineer (Senior)	\$110.22	\$113.53	\$116.93	\$120.44	\$124.05
Test Engineer (Intermediate)	\$84.90	\$87.45	\$90.07	\$92.78	\$95.56
Test Engineer (Junior)	\$61.21	\$63.05	\$64.94	\$66.89	\$68.90
Training Developer (Senior)	\$118.77	\$122.33	\$126.00	\$129.78	\$133.68
Training Developer (Intermediate)	\$98.99	\$101.96	\$105.02	\$108.17	\$111.42
Training Developer (Junior)	\$85.81	\$88.38	\$91.04	\$93.77	\$96.58
Web Developer (Senior)	-	-	-	-	-
Web Developer (Intermediate)	\$98.99	\$101.96	\$105.02	\$108.17	\$111.42
Web Developer (Junior)	\$85.81	\$88.38	\$91.04	\$93.77	\$96.58

***TERMS AND CONDITIONS APPLICABLE TO
HEALTH INFORMATION TECHNOLOGY (IT)
SERVICES (SPECIAL ITEM NUMBER 132-56)***

1. SCOPE

- a) The prices, terms and conditions stated under Special Item Number 132-56 Health Information Technology Services apply exclusively to Health IT Services within the scope of this Information Technology Schedule.
- b) This SIN is limited to Health IT Services only. Software and hardware products are out of scope. Hardware and software can be acquired through different Special Item Numbers on IT Schedule 70 (e.g. 132-32, 132-33, 132-8)
- c) This SIN provides ordering activities with access to Health IT services
- d) Health IT Services provided under this SIN shall comply with all Healthcare certifications and industry standards as applicable at the task order level.
- e) The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. ORDER

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

3. PERFORMANCE OF SERVICES

- a) The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity. All Contracts will be fully funded.
- b) The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering agency.

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

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

4. INSPECTION OF SERVICES

In accordance 552.212-4 CONTRACT TERMS AND CONDITIONS–COMMERCIAL ITEMS (JAN 2017) (DEVIATION – FEB 2007)(DEVIATION - FEB 2018) for Firm-Fixed Price orders; or GSAR 552.212-4 CONTRACT TERMS AND CONDITIONS–COMMERCIAL ITEMS (JAN 2017) (DEVIATION - FEB 2018) (ALTERNATE I - JAN 2017) (DEVIATION -FEB 2007) for Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

RESPONSIBILITIES OF THE CONTRACTOR

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

5. RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

6. INDEPENDENT CONTRACTOR

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

7. ORGANIZATIONAL CONFLICTS OF INTEREST

- a) Definitions.

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

“Contractor and its affiliates” and “Contractor or its affiliates” refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture

involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

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

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

8. INVOICES

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

9. RESUMES

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

10. INCIDENTAL SUPPORT COSTS

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

11. APPROVAL OF SUBCONTRACTS

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

12. DESCRIPTION OF HEALTH IT SERVICES AND PRICING

- a) The Contractor shall provide a description of each type of Health IT Service offered under Special Item Number 132-56 Health IT Services and it should be presented in the same manner as the Contractor sell to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.

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

Please see pages 86-107

SIN 132-56/RC/STLOC LABOR CATEGORIES AND DESCRIPTIONS:

The following table demonstrates the equivalent years of experience required to substitute for education requirement.

Degree Required	Equivalent Years of Experience Needed
Associate's Degree	3
Bachelor's Degree	6
Master's Degree	8
PhD/Professional License	10

Health IT Applications Systems Analyst/Programmer (Senior)

Qualifications: Four (4) years

Functional Responsibility: Provides high level expertise in developing complex software applications involving new technologies, methods, concepts or approaches. Provides supervisory, technical, and administrative direction for personnel performing software development tasks, including the review of work products for correctness, adherence to the design concept and user standards, and for progress in accordance with schedules. Computer experience working independently or under general direction on complex application problems involving all phases of systems analysis with experience in analysis and design of business applications for complex large-scale or mid-tier computer systems, or LANbased systems, to include experience in database management systems (DBMS), and use of programming languages preferred. Knowledge of current storage and retrieval methods and demonstrated ability to formulate specifications for computer programmers to use in coding, testing, and debugging of computer programs preferred. General experience supervising personnel performing software development tasks preferred. Scope is Health IT related.

Education: Master's degree

Health IT Applications Systems Analyst/Programmer (Intermediate)

Qualifications: Three (3) years

Functional Responsibility: Analyzes business or scientific problems for resolution through electronic data processing. Gathers information from users, defines work problems, and, if feasible, designs a system of computer programs and procedures to resolve the problems. Develops complete specifications or enable Computer Programmers to prepare required programs; analyzes subject-matter operations to be automated; specifies number and types of records, files, and documents to be used and outputs to be produced; prepares work diagrams and data flow charts; coordinates tests of the system and participates in trial runs of new and revised systems; and recommends computer equipment changes to obtain more effective operations. The Applications Systems Analyst/Programmer (Intermediate) may also write computer programs. Provides development services for moderately complex applications using standard approaches or less complex systems using new approaches. Works on a segment of a complex data processing scheme or broad system. Computer experience in information systems design and management preferred. Demonstrated ability to work independently or under general direction on requirements that are moderately complex to analyze, plan, program, and implement preferred. Experience in analysis and design of business application for complex large-scale or mid-tier computer or LAN-based systems, including experience in DBMS, and use of programming languages preferred. Knowledge of current storage and retrieval methods preferred; systems analysis experience designing technical applications on computer systems preferred; and demonstrated ability to formulate specifications for computer programmers to use in coding, testing, and

debugging of computer programs preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Applications Systems Analyst/Programmer (Junior)

Qualifications: One (1) year

Functional Responsibility: Analyzes business or scientific problems for resolution through electronic data processing. Gathers information from users, defines work problems, and, if feasible, designs a system of computer programs and procedures to resolve the problems. Under supervision develops complete specifications or enable Computer Programmers to prepare required programs; analyzes subject-matter operations to be automated; specifies number and types of records, files, and documents to be used and outputs to be produced; prepares work diagrams and data flow charts; coordinates tests of the system and participates in trial runs of new and revised systems; and recommends computer equipment changes to obtain more effective operations. The Applications Systems Analyst/Programmer (Junior) may also be called upon to write computer programs. Provides entry level systems development support using standard approaches and several phases of the required systems analysis where the nature of the system is predetermined. Uses established fact-finding approaches, knowledge of pertinent work processes and procedures, and familiarity with related computer programming practices, system software, and computer equipment. Computer experience in assignments of a technical nature working under close supervision and direction and experience in analyzing and programming application on large-scale or midtier computers (or LAN-based) with experience in the design and programming of moderately complex ADP systems preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Budget/Financial Analyst (Senior)

Qualifications: Six (6) years.

Functional Responsibility: Duties include, but are not limited to, evaluation and recommendation of products and services. Possesses detail understanding and training in applicable finance and accounting administration practices and tools for the specific project and environment (e.g. Quickbooks, Deltek Cobra, GCS Premier, etc).

Follows statutory requirements to assist in budget formulation, execution, analysis, problem resolution, program build briefings, and development of budget descriptions and justifications. Prepares independent cost estimates, develops life-cycle cost estimates and analyses, and performs cost benefit and economic evaluations. Collects cost and technical data, develops cost estimating methods to include modeling and statistical analysis and develops cost instructions and policies/procedures. Experience providing management and support in the areas of budget, billing, reporting, and financial management for IT initiatives preferred. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Budget/Financial Analyst (Intermediate)

Qualifications: Four (4) years

Functional Responsibility: Duties include, but are not limited to, evaluation and recommendation of products and services. Possesses detail understanding and training in applicable finance and accounting administration practices and tools for the specific project and environment (e.g. Quickbooks, Deltek Cobra, GCS Premier, etc).

Follows statutory requirements to assist in budget formulation, execution, analysis, problem resolution, program build briefings, and development of budget descriptions and justifications. Prepares independent cost estimates, develops life-cycle cost estimates and analyses, and performs cost benefit and economic evaluations. Collects cost and technical data, develops cost estimating methods to include modeling and statistical analysis and develops cost instructions and policies/procedures. Experience providing management and support in the areas of budget, billing, reporting, and financial management for IT initiatives preferred. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Budget/Financial Analyst (Junior)

Qualifications: Two (2) years

Functional Responsibility: Follows statutory requirements to assist in budget formulation, execution, analysis, problem resolution, program build briefings, and development of budget descriptions and justifications. Prepares independent cost estimates, develops life-cycle cost estimates and analyses, and performs cost benefit and economic evaluations. Collects cost and technical data, develops cost estimating methods to include modeling and statistical analysis and develops cost instructions and policies/procedures. Experience in providing support in the areas of budget, billing, reporting, and financial management for IT initiatives preferred. Duties include, but are not limited to, evaluation and recommendation of products and services. Possession of detail understanding and training in applicable finance and accounting administration practices and tools for the specific project and environment (e.g. Quickbooks, Deltek Cobra, GCS Premier, etc) preferred. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Business Analyst (Senior)

Qualifications: Six (6) years

Functional Responsibility: Assembles, prepares, and analyzes data for studies, statistical models, evaluations, system requirements, and other needs. Uses technical discretion within defined practices and policies in selecting methods and techniques for determining approaches or obtaining solutions. Assembles, prepares, and analyzes data. Provides technical advice and operating assistance in interpreting results. Provides input or may prepare technical reports based on the expert interpretation of analyzed data. Experience in providing support in a related field preferred. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Business Analyst (Intermediate)

Qualifications: Four (4) years

Functional Responsibility: Assembles, prepares, and analyzes data for studies, statistical models, evaluations, system requirements, and other needs. Uses technical discretion within defined practices and policies in selecting methods and techniques for determining approaches or obtaining solutions. Assembles, prepares, and analyzes data. Provides technical advice and operating assistance in interpreting results. Provides input or may prepare technical reports based on the expert interpretation of analyzed data. Experience in providing support in a related field preferred. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Business Analyst (Junior)

Qualifications: One (1) year

Functional Responsibility: Assembles, prepares, and analyzes data for studies, statistical models, evaluations, system requirements, and other needs. Uses technical discretion within defined practices and policies in selecting methods and techniques for determining approaches or obtaining solutions. Assembles, prepares, and analyzes data. Provides technical advice and operating assistance in interpreting results. Provides input or may prepare technical reports based on the expert interpretation of analyzed data. Experience providing support in a related field preferred. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Business Subject Matter Expert

Qualifications: Ten (10) years

Functional Responsibility: Confers with client management to understand the client's strategic information technology business goals and information technology strategy. Analyzes client requirements and recommends development or acquisition strategies. Assists clients in developing strategic plans and concepts. Advises client on the impact of new legislation or new technologies that are relevant to their agency. Demonstrates superior oral and written communication skills. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Configuration Management Specialist (Senior)

Qualifications: Six (6) years

Functional Responsibility: Manages staff and regulates the change process so that only approved and validated changes are incorporated into product documents and related software. Provides configuration management planning. Describes provisions for configuration identification, change control, configuration status accounting, and configuration audits. Experience in configuration management and control preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Configuration Management Specialist (Intermediate)

Qualifications: Three (3) years

Functional Responsibility: Regulates the change process so that only approved and validated changes are incorporated into product documents and related software. Provides configuration management planning. Describes provisions for configuration identification, change control, configuration status accounting, and configuration audits. Experience in configuration management and control preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Configuration Management Specialist (Junior)

Qualifications: Zero (0) years

Functional Responsibility: Regulates the change process so that only approved and validated changes are incorporated into product documents and related software. Describes provisions for configuration identification, change control, configuration status accounting, and configuration audits. Experience in configuration management and control preferred. Scope is Health IT related.

Education: Associate's degree

Health IT Cybersecurity Engineer (Senior)

Qualifications: Eight (8) years

Functional Responsibility: Provides functional expertise in defining security requirements and developing security solutions for information protection. Defines and develops security policies and processes related to the protection of sensitive or classified information. Designs, develops, engineers and implement solutions to protection of sensitive or classified information. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in defining security programs or processes for the protection of sensitive or classified information preferred. Experience in one or more systems and architectures and associated hardware: mainframe, mini, or client/server based preferred. Experience in systems analysis and programming preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Cybersecurity Engineer (Intermediate)

Qualifications: Four (4) years

Functional Responsibility: Provides functional expertise in defining security requirements and developing security solutions for information protection. Defines and develops security policies and processes related to the protection of sensitive or classified information. Designs, develops, engineers and implement solutions to protection of sensitive or classified information. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in one or more systems and associated hardware: mainframe, mini, or client/server based preferred. Experience in systems analysis and programming preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Cybersecurity Engineer (Junior)

Qualifications: One (1) year

Functional Responsibility: Provides functional support in defining security requirements and developing security solutions for information protection. Designs, develops, engineers and implement solutions to protection of sensitive or classified information. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in systems analysis and programming preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Database Specialist (Principal)

Qualifications: Ten (10) years

Functional Responsibility: Lead teams in the database design and implementation process. Develop and test logical and physical database designs. Review logical and physical designs of existing databases and perform tuning, in coordination with the senior database engineer, to ensure maximum operating efficiency. Perform data analysis, database design, development activities, and implementation, as directed, for databases and database conversions. Perform database-restructuring activities. Work with users and information systems development staff to determine data storage and access requirements. Experience in the development and maintenance of database management systems-and database management systems design, system analysis, and development preferred. Experience in current operating internals and database management systems preferred. Experience in all phases of the software-development life cycle preferred. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Database Specialist (Senior)

Qualifications: Seven (7) years

Functional Responsibility: Develop and test logical and physical database designs. Review logical and physical designs of existing databases and perform tuning, in coordination with the senior database engineer, to ensure maximum operating efficiency. Perform data analysis, database design, development activities, and implementation, as directed, for databases and database conversions. Perform database-restructuring activities. Work with users and information systems development staff to determine data storage and access requirements. Experience in the development and maintenance of database management systems-and database management systems design, system analysis, and development preferred. Experience in current operating internals and database management systems preferred. Experience in all phases of the software-development life cycle preferred. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Database Specialist (Intermediate)

Qualifications: Four (4) years

Functional Responsibility: Guide the development and management of database system development projects. Provide technical expertise and guidance in the logical and physical database design, development, transition, operation, and maintenance of database management systems. Conduct management studies and define data requirements. Evaluate the data processing techniques, database management, and management information system concepts and applications as they relate to customer information needs and goals. Define all required database administration policies, procedures, standards, and guidelines. Experience in providing technical expertise and guidance in the definition, control, integrity, operations, and management of database management systems preferred. Duties include, but are not limited to, evaluation and recommendation of products and services. Possession of detail understanding and training in applicable database administration practices and tools for the specific project and environment (e.g. MS Access™, MS SQL Server™, Oracle™, etc) preferred. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Database Specialist (Junior)

Qualifications: Three (3) years

Functional Responsibility: Acts as a project member in the design and installation of database applications. Ensures appropriate linkages to existing databases and data processing systems. Ensures adequate security and recovery procedures are included in all data base designs. Directs the training of user groups in the protocols involved in updating and accessing the database. Monitors database transactions to ensure correct usage of the database. Provides technical expertise on the database system to user and data processing personnel. Experience in current database management systems technologies, application design utilizing various database management systems, and experience with database management systems internals preferred. Experience demonstrating the ability to meet the duties described preferred. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Enterprise Architect

Qualifications: Ten (10) years

Functional Responsibility: Provides high-level architectural expertise to managers and technical staff. Develops architectural products and deliverables for the enterprise and operational business lines. Develops strategy of system and the design infrastructure necessary to support that strategy. Advises on selection of technological purchases with regards to processing, data storage, data access, and applications development. Sets standards for the client/server relational structure for the organization (SQL, ORACLE, SYBASE, etc.). Advises of feasibility of potential future projects to management. Experience in the development and maintenance of systems, Integration Tier, Security, Standards compliance, business activity monitoring, systems design, system analysis, and development preferred. Experience in defining and implementing a systems architecture using a combination of COTS processing, networking and data storage components into an embedded solution preferred. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Helpdesk Specialist (Senior)

Qualifications: Six (6) years

Functional Responsibility: Leads helpdesk and support team and facilitates higher level support. Provides phone and in-person oversight support to users in the areas of e-mail, directories, standard Windows desktop applications, and other applications. May serve as the follow on point of contact for troubleshooting network applications, and hardware/software PC and printer problems. Experience including knowledge of PC operating systems, e.g., DOS, Windows, as well as networking and mail standards and work on a help desk preferred. Demonstrated ability to communicate orally and in writing and a positive customer service attitude preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Helpdesk Specialist (Intermediate)

Qualifications: Four (4) years

Functional Responsibility: Provides phone and in-person support to users in the areas of e-mail, directories, standard Windows desktop applications, and other applications. May serve as the initial point of contact for troubleshooting network applications, and hardware/software PC and printer problems. Experience including knowledge of PC operating systems, e.g., DOS, Windows, as well as networking and mail standards and work on a help desk preferred. Demonstrated ability to communicate orally and in writing and a positive customer service attitude preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Helpdesk Specialist (Junior)

Qualifications: Two (2)

Functional Responsibility: Provides phone and in-person support to users in the areas of e-mail, directories, standard Windows desktop applications, and other applications. May serve as the initial point of contact for troubleshooting network applications, and hardware/software PC and printer problems. Experience including knowledge of PC operating systems, e.g., DOS, Windows, as well as networking and mail standards and work on a help desk preferred. Demonstrated ability to communicate orally and in writing and a positive customer service attitude preferred. Scope is Health IT related.

Education: Associate's degree

Health IT Information Assurance/Security Specialist (Senior)

Qualifications: Six (6) years

Functional Responsibility: Formulates and assesses IT security policy to include business impact. Prepares security plans for employing enterprise-wide security architecture to include the design of cryptographic solutions. Develops integrated security services management. Executes security awareness training. Assesses and audits network penetration testing anti virus planning assistance, risk analysis and incident response. Provides security engineering support for application development (including system security certifications and project evaluations). This may include the development, design and implementation of firewalls, and evaluation, review and test of security code. Experience with several architectures and platforms in an integrated environment preferred. Specialized project experience or formal training preferred. Scope is

Health IT related.

Education: Master's Degree

Health IT Information Assurance/Security Specialist (Intermediate)

Qualifications: Four (4) years

Functional Responsibility: Formulates and assesses IT security policy to include business impact. Prepares security plans for employing enterprise-wide security architecture to include the design of cryptographic solutions. Develops integrated security services management. Executes security awareness training. Assesses and audits network penetration testing anti virus planning assistance, risk analysis and incident response. Provides security engineering support for application development (including system security certifications and project evaluations). This may include the development, design and implementation of firewalls, and evaluation, review and test of security code. Experience with several architectures and platforms in an integrated environment preferred. Specialized project experience or formal training preferred. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Information Assurance/Security Specialist (Junior)

Qualifications: One (1) year

Functional Responsibility: Formulates and assesses IT security policy to include business impact. Prepares security plans for employing enterprise-wide security architecture to include the design of cryptographic solutions. Develops integrated security services management. Executes security awareness training. Assesses and audits network penetration testing anti virus planning assistance, risk analysis and incident response. Provides security engineering support for application development (including system security certifications and project evaluations). This may include the development, design and implementation of firewalls, and evaluation, review and test of security code. Experience with several architectures and platforms in an integrated environment preferred. Significant knowledge of the field and the ability to work independently on typical assignments preferred. Specialized project experience or formal training preferred. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Microsoft Consulting Services SME II

Qualifications: Nine (9) years

Functional Responsibility: Familiarity with Microsoft in one or more of the following areas preferred: Microsoft Solutions Framework, product futures, and relevant Certified Training in infrastructure and/or development areas associated with Microsoft's products. Experience in Microsoft services as well as business solutions deployment for professional service companies including consulting, IT service, architecture, engineering, or other project-centric organizations preferred. Expert in Microsoft specific software such as SharePoint, Exchange, Skype, Active Directory, and others preferred. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Microsoft Consulting Services SME I

Qualifications: Seven (7)

Functional Responsibility: Familiarity with Microsoft in one or more of the following areas preferred: Microsoft Solutions Framework, product futures, and relevant Certified Training in infrastructure and/or development areas associated with Microsoft's products. Experience in Microsoft services as well as business solutions deployment for professional service companies including consulting, IT service, architecture, engineering, or other project-centric organizations preferred. Expert in Microsoft specific software such as SharePoint, Exchange, Skype, Active Directory, and others preferred. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Network Engineer (Senior)

Qualifications: Six (6) years

Functional Responsibility: Assists in the development and maintenance of network communications. Uses knowledge of LAN/WAN systems to help design and install internal and external networks. Tests and evaluates network systems to eliminate problems and make improvements. Experience in the field or in a related area preferred. Familiarity with a variety of the field's concepts, practices, and procedures preferred. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is preferred. Typically reports to a manager. Expert knowledge of LAN/WAN systems, networks, and applications preferred. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Network Engineer (Intermediate)

Qualifications: Three (3) years

Functional Responsibility: Assists in the development and maintenance of network communications. Uses knowledge of LAN/WAN systems to help design and install internal and external networks. Tests and evaluates network systems to eliminate problems and make improvements. Familiarity with a variety of the field's concepts, practices, and procedures preferred. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is preferred. Typically reports to a manager. Network engineering experience and knowledge of LAN/WAN systems, networks, and applications preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Network Engineer (Junior)

Qualifications: Two (2) years

Functional Responsibility: Under supervision performs a variety of network engineering tasks which are broad in nature and are concerned with the design and implementation of integrated networks, including personal, hardware, software and support facilities and/or equipment. Installs; configures and maintains software in a client/server networked environment. Installs local area networks (LANs) as well as wide area networks (WANs.) Selects, orders and installs equipment at Customer field sites. This activity includes the installation of infrastructure and equipment, operating systems and user software, as well as maintenance and exercise support. Installs infrastructures including routers, hubs, and interconnections. Assists in providing technical documentation to support installation activities. Assists with Customer on-site surveys. Participates in the preparation of drawings and reports documenting and recording on-site activities. Interfaces with customers, end users and team members for site activities as directed. Performs systems checkout/test and introductory training as required. Perform trips to customer sites for installations, surveys and audits. Relative experience in performing a variety of networks engineering tasks, which are broad in nature preferred. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Program Manager (Principal)

Qualifications: Twelve (12) years

Functional Responsibility: Responsible for the performance of programs, projects, or subsystems of major programs or projects. Directs all phases of programs/projects from inception through completion. Coordinates the preparation of project plans, milestones, and operating budgets. Acts as primary customer contact for program activity, leading program review sessions with customer to discuss cost, schedule and technical performance. Establishes design concepts, criteria and engineering efforts for product research, development integration and test. Establishes milestones and monitors adherence to master plans and schedules. Identifies program problems and obtain solutions. Directs the work of technical, analytical, architectural and administrative assignments to the project or program. Experience performing tasks focused on the leadership and/or task management of information systems engineering or systems integration projects preferred. Technical experience in software engineering, Management information systems, and/or information security engineering or related program capacity preferred. Scope is Health IT related.

Education: Master's Degree

Health IT Program Manager (Senior)

Qualifications: Eight (8) years

Functional Responsibility: Consults with the client to ensure conformity to project and contractual obligations for, but not limited to, IT projects/initiatives. Familiarity with all phases of the systems development life cycle (i.e., identification, design, development, implementation, & maintenance of automated systems) preferred. Oversees the analysis, design and development of new systems and system enhancements. Approves documentation standards, system specifications, feasibility and justification reports, and policy recommendations. Oversees the development and installation of techniques and procedures to implement policy decisions with regard to organizational structures, program evaluation and productivity improvements.

Establishes and maintains technical and financial reports in order to show progress of projects to management and customers. Organizes and assigns responsibilities to subordinates and oversees the successful completion of all assigned IT tasks. Ensures the development,

maintenance and implementation of Program Management Plans and Technical Specifications Plan; documents that guide the performance of all functional and technical activities performed. Ensures that maximum service is obtained from all operations through efficient use of personnel and equipment. Simultaneously plans and manages diverse and highly technical projects. Responsible for leading and performing IT training of line personnel on the project approach, techniques, software, hardware, etc. Experience performing tasks focused on the leadership and/or task management of information systems engineering or systems integration projects preferred. Technical experience in a software engineering, Management information systems, and/or information security engineering or related program capacity preferred. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Program Manager (Intermediate)

Qualifications: Six (6) years

Functional Responsibility: Consults with the client to ensure conformity to project and contractual obligations for, but not limited to, IT projects/initiatives. Familiarity with all phases of the systems development life cycle (i.e., identification, design, development, implementation, & maintenance of automated systems) preferred. Oversees the analysis, design and development of new systems and system enhancements. Approves documentation standards, system specifications, feasibility and justification reports, and policy recommendations. Oversees the development and installation of techniques and procedures to implement policy decisions with regard to organizational structures, program evaluation and productivity improvements.

Establishes and maintains technical and financial reports in order to show progress of projects to management and customers. Organizes and assigns responsibilities to subordinates and oversees the successful completion of all assigned IT tasks. Ensures the development, maintenance and implementation of Program Management Plans and Technical Specifications Plan; documents that guide the performance of all functional and technical activities performed. Experience performing tasks focused on the leadership and/or task management of information systems engineering or systems integration projects preferred. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Program Manager (Junior)

Qualifications: Four (4) years

Functional Responsibility: Consults with the client to ensure conformity to project and contractual obligations for, but not limited to, IT projects/initiatives. Familiarity with all phases of the systems development life cycle (i.e., identification, design, development, implementation, & maintenance of automated systems) preferred. Oversees the analysis, design and development of new systems and system enhancements. Approves documentation standards, system specifications, feasibility and justification reports, and policy recommendations. Oversees the development and installation of techniques and procedures to implement policy decisions with regard to organizational structures, program evaluation and productivity improvements.

Establishes and maintains technical and financial reports in order to show progress of projects to management and customers. Organizes and assigns responsibilities to subordinates and oversees the successful completion of all assigned IT tasks. Ensures the development, maintenance and implementation of Program Management Plans and Technical Specifications Plan; documents that guide the performance of all functional and technical activities performed. Ensures that maximum service is obtained from all operations through efficient use of personnel and equipment. Simultaneously plans and manages diverse and highly technical

projects. Responsible for leading and performing IT training of line personnel on the project approach, techniques, software, hardware, etc. Experience performing tasks focused on the leadership and/or task management of information systems engineering or systems integration projects preferred. Technical experience in a software engineering, Management information systems, and/or information security engineering or related program capacity preferred. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Quality Assurance Manager

Qualifications: Eight (8) years

Functional Provides management and oversight of quality assurance and quality control activities.

Responsibility: Performs development of project Quality Assurance Plan and the implementation of procedures that conforms project requirements. Provides independent assessment of how the project's development and implementation process is compliant with the defined process, and recommends methods to optimize the organization's process. Responsible for all activities involving quality assurance and compliance with applicable regulatory requirements. Conducts audits and reviews/analyzes data and documentation. Develops and implements procedures and test plans for assuring quality in a system development environment which supports large databases and applications. Experience in quality assurance or quality control preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Quality Assurance Specialist (Senior)

Qualifications: Six (6) years

Functional Provides development of project Quality Assurance Plan and the implementation of procedures that conforms project requirements. Provides independent assessment of how the project's development and implementation process is compliant with the defined process, and recommends methods to optimize the organization's process. May be responsible for all activities involving quality assurance and compliance with applicable regulatory requirements. Conducts audits and reviews/analyzes data and documentation. Develops and implements procedures and test plans for assuring quality in a system development environment which supports large databases and applications. Experience in quality assurance or quality control preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Quality Assurance Specialist (Intermediate)

Qualifications: Four (4) years

Functional Provides execution of project Quality Assurance Plan and the implementation of procedures that conforms project requirements. Provides independent assessment of how the project's development and implementation process is compliant with the defined process, and recommends methods to optimize the organization's process. May be responsible for all activities involving quality assurance and compliance with applicable regulatory requirements. Conducts audits and reviews/analyzes data and documentation. Develops and implements procedures and test plans for assuring quality in a system development environment which supports large databases and applications. Experience in quality assurance or quality control preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Quality Assurance Specialist (Junior)

Qualifications: Zero (0) years

Functional Responsibility: Provides execution of project Quality Assurance Plan and the implementation of procedures that conforms project requirements. With oversight responsible for activities involving quality assurance and compliance with applicable regulatory requirements. Conducts audits and reviews/analyzes data and documentation. Develops and implements procedures and test plans for assuring quality in a system development environment which supports large databases and applications. Experience in project or quality review and assessment preferred. Scope is Health IT related.

Education: Associate's degree

Health IT Security Analyst (Senior)

Qualifications: Seven (7) years

Functional Responsibility: Provides technical expertise determining enterprise information assurance and cyber security standards. Develops and implements information assurance/security standards and procedures. Coordinates, develops, and evaluates security programs. Recommends information assurance/security solutions to support customers' requirements. Identifies, reports, and resolves cyber security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in functional and systems analysis and requirements analysis in a specialized IT area preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Security Analyst (Intermediate)

Qualifications: Four (4) years

Functional Responsibility: Provides technical expertise determining information assurance and cyber security standards. Develops and implements information assurance/security standards and procedures. Recommends information assurance/security solutions to support customers' requirements. Identifies, reports, and resolves cyber security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in functional and systems analysis and requirements analysis in a specialized IT area preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Security Analyst (Junior)

Qualifications: One (1) year

Functional Responsibility: Recommends information assurance/security solutions to support customers' requirements. Identifies, reports, and resolves cyber security violations. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance and cyber security-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Experience in functional and systems analysis preferred. Scope is Health IT related.

Education: Associate's degree

Health IT SharePoint Architect/Developer

Qualifications: Five (5) years

Functional Responsibility: Designs and develops SharePoint systems to accomplish functions in an optimum manner. Develops plans for systems from project inception to completion. Analyzes the problem and the information to be processed and defines the solution. Designs and builds user interfaces for SharePoint sites using a variety of techniques, and tools. Ensures that the "look and feel" supports the organization's strategies and goals and facilitates user interaction with the system. SharePoint Development experience preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Software Development Engineer (Principal)

Qualifications: Eight (8) years

Functional Responsibility: Provides supervisory technical and administrative direction for personnel performing software development tasks, including the review of work products for correctness, adherence to the design concept and to user standards, and for progress in accordance with schedules. Analyzes requirements for computer capabilities and determining system functions. Coordinates with Contractor Program Manager and Government Project Manager to ensure problem solution and user satisfaction. Prepares and delivers presentations on the system concept to colleagues, subordinates and user representatives. Systems analysis/programming experience preferred. Scope is Health IT related.

Education: Master's degree

Health IT Software Development Engineer (Senior)

Qualifications: Six (6) years

Functional Responsibility: Provides supervisory technical and administrative direction for personnel performing software development tasks, including the review of work products for correctness, adherence to the design concept and to user standards, and for progress in accordance with schedules. Analyzes requirements for computer capabilities and determining system functions. Coordinates with Contractor Program Manager and Government Project Manager to ensure problem solution and user satisfaction. Prepares and delivers presentations on the system concept to colleagues, subordinates and user representatives. Systems analysis/programming experience preferred. Independent analysis/programming experience, with complete responsibility for tasks involving analysis, programming and implementation preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Software Development Engineer (Intermediate)

<i>Qualifications:</i>	Four (4) years
<i>Functional Responsibility:</i>	Designs and documents data systems to accomplish system functions in an optimum manner. Develops plans for IT systems from project inception to completion. Analyzes the problem and the information to be processed and defines the solution. Develops computer programs and functions that meet the system design efficiently and that provide for ease of maintenance. Develops computer programs in a suitable language in conformance with programming standards. Systems analysis/programming experience preferred. Independent analysis/programming experience, with complete responsibility for tasks involving analysis, programming and implementation preferred. Scope is Health IT related.
<i>Education:</i>	Bachelor's degree

Health IT Software Development Engineer (Junior)

<i>Qualifications:</i>	One (1) year
<i>Functional Responsibility:</i>	Designs and documents data systems to accomplish system functions in an optimum manner. Develops plans for IT systems from project inception to completion. Analyzes the problem and the information to be processed and defines the solution. Develops computer programs and functions that meet the system design efficiently and that provide for ease of maintenance. Develops computer programs in a suitable language in conformance with programming standards. Systems analysis/programming experience preferred. Scope is Health IT related.
<i>Education:</i>	Bachelor's degree

Health IT Subject Matter Expert (Senior)

<i>Qualifications:</i>	Ten (10) years
<i>Functional Responsibility:</i>	Recognized for technical knowledge and judgment in a technical field with proficiency in relevant engineering principles and practices as required for technically complex assignments. Develops solutions to difficult problems. Generates concepts as evidenced by product or process improvement. Uses engineering/scientific tools to integrate requirements and solve technical problems. Utilizes tools, techniques, processes and/or facilities such as state-of-the-art simulation environments, laboratories, and test facilities. Leads engineering team activities in a specialized engineering or technology subject area. Leads technical planning activities and provides technical guidance. Experience in technical functional areas preferred. Scope is Health IT related.
<i>Education:</i>	Bachelor's degree

Health IT Subject Matter Expert (Intermediate)

<i>Qualifications:</i>	Eight (8) years
<i>Functional Responsibility:</i>	Recognized for technical knowledge and judgment in a technical field with proficiency in relevant engineering principals and practices as required for technically complex assignments. Develops solutions to difficult problems. Generates concepts as evidenced by product or process improvement. Uses engineering/scientific tools to integrate requirements and solve technical problems. Utilizes tools, techniques, processes and/or facilities such as state-of-the-art simulation environments, laboratories, and test facilities. Leads engineering team activities in a specialized engineering or technology subject area. Contributes to the technical planning process and provides technical guidance. Experience in functional areas preferred. Scope is

Health IT related.

Education: Bachelor's degree

Health IT Subject Matter Expert (Junior)

Qualifications: Four (4) years

Functional Responsibility: Applies knowledge in a technical field with proficiency in relevant engineering principals and practices. Implements solutions to difficult problems. Generates concepts as evidenced by product or process improvement. Uses engineering/scientific tools to integrate requirements and solve technical problems. Utilizes tools, techniques, processes and/or facilities such as state-of-the-art simulation environments, laboratories, and test facilities. Participates in engineering team activities in a specialized engineering or technology subject area. Contributes to the technical planning process and provides technical guidance. Experience in functional areas preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Systems Administrator (Senior)

Qualifications: Five (5) years

Functional Responsibility: Provides technical support for implementation, administration, troubleshooting and maintenance of IT systems. Manages IT system infrastructure and processes related to these systems. Provides support to IT systems including: day-to-day operations, monitoring and problem resolution for all of the client problems. Provides second level problem identification, diagnosis and resolution of problems. Provides support for the dispatch system and hardware problems and remains involved in the resolution process. Provides support for the escalation and communication of status to agency management and internal customers. Experience in one or more systems and architectures and associated hardware: mainframe, mini, or client/server based preferred. Experience in systems or network oversight preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Systems Administrator (Intermediate)

Qualifications: Three (3) years

Functional Responsibility: Provides technical support for implementation, administration, troubleshooting and maintenance of IT systems. Manages IT system infrastructure and processes related to these systems. Provides support to IT systems including: day-to-day operations, monitoring and problem resolution for all of the client problems. Provides second level problem identification, diagnosis and resolution of problems. Provides support for the dispatch system and hardware problems and remains involved in the resolution process. Provides support for the escalation and communication of status to agency management and internal customers. Experience in one or more systems and architectures and associated hardware: mainframe, mini, or client/server based. Experience in systems or network oversight preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Systems Administrator (Junior)

Qualifications: One (1) year

Functional Responsibility: Provides technical support for implementation, administration, troubleshooting and maintenance of IT systems. Provides support to IT systems including: day-to-day operations, monitoring and problem resolution for all of the client problems. Provides second level problem identification, diagnosis and resolution of problems. Provides support for the dispatch system and hardware problems and remains involved in the resolution process. Provides support for the escalation and communication of status to agency management and internal customers. Experience in systems or network administration and operations preferred. Scope is Health IT related.

Education: Associate's degree

Health IT Systems Engineer (Senior)

Qualifications: Eight (8) years

Functional Responsibility: Provides highly technical expertise and guidance for performance of tasks where it is needed. Expertise may be in advanced or highly complex IT systems. Performs in all phases of systems development and implementation, with special emphasis on study and analysis, and testing and acceptance phases. Performs evaluation of current IT operations in order to determine multi-year projections for personnel, hardware, and software. Participates in hardware/software evaluations. May be required to act as supervisor on one or more tasks. Supports contract management and systems analysts, as well as Government personnel to ensure that the problem has been properly identified and that the solution shall satisfy the customer's requirements. Provides highly technical expertise and guidance in IT specialties not covered by other specialists. Systems analysis in a specialized IT area(s), e.g. telecommunications, operating systems software, software/hardware integration, software validation and verification preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Systems Engineer (Intermediate)

Qualifications: Three (3) years

Functional Responsibility: Provides technical expertise and guidance for performance of tasks where it is needed. Performs in all phases of systems development and implementation, with special emphasis on study and analysis, and testing and acceptance phases. Performs evaluation of current IT operations in order to determine multi-year projections for personnel, hardware, and software. Participates in hardware/software evaluations. May be required to act as supervisor on one or more tasks. Supports contract management and systems analysts, as well as Government personnel to ensure that the problem has been properly identified and that the solution shall satisfy the customer's requirements. Provides highly technical expertise and guidance in IT specialties not covered by other specialists. Systems analysis in a specialized IT area(s), e.g. telecommunications, operating systems software, software/hardware integration, software validation and verification preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Systems Engineer (Junior)

Qualifications: One (1) year

Functional Responsibility: Performs in all phases of systems development and implementation, with special emphasis on study and analysis, and testing and acceptance phases. Performs evaluation of current IT operations in order to determine multi-year projections for personnel, hardware, and software. Participates in hardware/software evaluations. Supports systems analysts, as well as Government personnel to ensure that the problem has been properly identified and that the solution shall satisfy the customer's requirements. Provides technical expertise and guidance in IT specialties not covered by other specialists. Systems analysis in a specialized IT area(s), e.g. telecommunications, operating systems software, software/hardware integration, software validation and verification preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Technical Writer (Senior)

Qualifications: Five (5) years

Functional Responsibility: Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document. Knowledge of commonly-used concepts, practices, and procedures within a particular field preferred. Oversees staff developing technical documents and workflows. Experience developing and providing technical and end-user documents on technical services, computer hardware and application software preferred. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Technical Writer (Intermediate)

Qualifications: Zero (0) years

Functional Responsibility: Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document. Knowledge of commonly-used concepts, practices, and procedures within a particular field preferred. Relies on instructions and pre-established guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment. Works under immediate supervision; typically reports to a supervisor or manager. Experience in developing and providing technical and end-user training on computer hardware and application software preferred. Experience in the field or in a related area preferred. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Technical Writer (Junior)

Qualifications: Zero (0) years

Functional Responsibility: May be responsible for coordinating the display of graphics and the production of the document. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment. Works under immediate supervision; typically reports to a supervisor or manager. Experience developing and providing technical and end-user documents on technical services, computer hardware and application software preferred. Scope is Health IT related.

Education: Associate's Degree

Health IT Test Engineer (Senior)

Qualifications: Five (5) years

Functional Responsibility: Provides subject matter expertise-level testing proficiency to support requirements of complex software/hardware applications. Directs and participates in all phases of system and application assessments and software/hardware development with emphasis on analysis of user requirements, test design, and test tools selection. Manages the test design and documentation to support all applicable client, agency, or industry standards schedules and budgets. Ensures program managers are fully informed of testing status and application deviations from documented user requirements. Experience in a computer-related field including progressive experience in performing software testing for complex to highly complex software hardware applications and/or systems preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Test Engineer (Intermediate)

Qualifications: Two (2) years

Functional Responsibility: Provides testing proficiency to support requirements of complex software/hardware applications. Directs and participates in all phases of system and application assessments and software/hardware development with emphasis on analysis of user requirements, test design, and test tools selection. Manages the test design and documentation to support all applicable client, agency, or industry standards schedules and budgets. Ensures program managers are fully informed of testing status and application deviations from documented user requirements. Experience in a computer-related field including progressive experience in performing software testing for complex software hardware applications and/or systems preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Test Engineer (Junior)

Qualifications: Zero (0) years

Functional Responsibility: Provides testing to support requirements of complex software/hardware applications. Participates in system and application assessments and software/hardware development with emphasis on analysis of user requirements, test design, and test tools selection. Participates in test design and documentation to support all applicable client, agency, or industry standards schedules and budgets. Ensures program managers are fully informed of testing status and application deviations from documented user requirements. Experience in a computer-related field including progressive experience in performing software testing for complex software hardware applications and/or systems preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Training Developer (Senior)

Qualifications: Six (6) years

Functional Responsibility: Assesses, designs, and conceptualizes training scenarios, approaches, objectives, plans, tools, curriculums, and other technologies related to training. Identifies training requirements to include, but not limited to hardware, software, simulations, course assessment and refreshment, computer assisted and adaptive testing, and team and unit assessment and measurement. Develops and revises training courses. Prepares training catalogs and course materials. Trains

personnel by conducting formal classroom courses, workshops, and seminars. Experience in training and training development preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Training Developer (Intermediate)

Qualifications: Four (4) years

Functional Responsibility: Assesses, designs, and conceptualizes training approaches, objectives, plans, tools, curriculums, and other technologies related to training. Identifies training requirements to include, but not limited to hardware, software, course assessment and refreshment, computer assisted and adaptive testing, and team and unit assessment and measurement. Develops and revises training courses. Prepares course materials. Trains personnel by conducting formal classroom courses, workshops, and seminars. Experience in training and training development preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Training Developer (Junior)

Qualifications: One (1) year

Functional Responsibility: Assesses, designs, and conceptualizes training approaches, objectives, and curriculums related to training. Identifies training requirements to include, but not limited to hardware, software, course assessment and refreshment, computer assisted and adaptive testing, and team and unit assessment and measurement. Develops and revises training courses. Prepares course materials. Trains personnel by conducting formal classroom courses, workshops, and seminars. Experience in training and training development preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Web Developer (Senior)

Qualifications: Six (6) years

Functional Responsibility: Designs and builds user interfaces for web sites using a variety of graphics software applications, techniques, and tools. Interface design includes animation and special-effects elements. Ensures that the "look and feel" supports the organization's strategies and goals and facilitates user interaction with the system. Experience in open source development, HTML, and knowledge of web architecture/development for the web preferred. Scope is Health IT related.

Education: Bachelor's Degree

Health IT Web Developer (Intermediate)

Qualifications: Three (3) years

Functional Responsibility: Designs and builds user interfaces for web sites using a variety of graphics software applications, techniques, and tools. Interface design includes animation and special-effects elements. Ensures that the "look and feel" supports the organization's strategies and goals and facilitates user interaction with the system. Experience in open source development, HTML, and knowledge of web architecture/development for the web preferred. Scope is Health IT related.

Education: Bachelor's degree

Health IT Web Developer (Junior)

Qualifications: One (1) year

Functional Responsibility: Designs and builds user interfaces for web sites using a variety of graphics software applications, techniques, and tools. Interface design includes animation and special-effects elements. Ensures that the "look and feel" supports the organization's strategies and goals and facilitates user interaction with the system. Experience in open source development, HTML, and knowledge of web architecture/development for the web preferred. Scope is Health IT related.

Education: Bachelor's degree

SIN 132-56/RC/STLOC GOVERNMENT SITE RATES:

Labor Category	4/24/2019 - 4/23/2020 Government Site	4/24/2020 - 4/23/2021 Government Site	4/24/2021 - 4/23/2022 Government Site	4/24/2022 - 4/23/2023 Government Site	4/24/2023 - 4/23/2024 Government Site
Health IT Applications Systems Analyst/Programmer (Senior)	\$126.97	\$130.78	\$134.70	\$138.74	\$142.90
Health IT Applications Systems Analyst/Programmer (Intermediate)	\$95.40	\$98.26	\$101.21	\$104.24	\$107.37
Health IT Applications Systems Analyst/Programmer (Junior)	\$80.39	\$82.80	\$85.29	\$87.85	\$90.48
Health IT Budget/Financial Analyst (Senior)	\$101.62	\$104.67	\$107.81	\$111.04	\$114.37
Health IT Budget/Financial Analyst (Intermediate)	\$83.48	\$85.99	\$88.57	\$91.22	\$93.96
Health IT Budget/Financial Analyst (Junior)	\$72.42	\$74.59	\$76.83	\$79.13	\$81.51
Health IT Business Analyst (Senior)	\$117.48	\$121.01	\$124.64	\$128.38	\$132.23
Health IT Business Analyst (Intermediate)	\$86.33	\$88.92	\$91.59	\$94.34	\$97.17
Health IT Business Analyst (Junior)	\$76.84	\$79.14	\$81.52	\$83.96	\$86.48
Health IT Business Subject Matter Expert	\$358.46	\$369.21	\$380.29	\$391.70	\$403.45
Health IT Configuration Management Specialist (Senior)	\$101.97	\$105.03	\$108.18	\$111.43	\$114.77
Health IT Configuration Management Specialist (Intermediate)	\$89.99	\$92.69	\$95.47	\$98.34	\$101.29
Health IT Configuration Management Specialist (Junior)	\$66.00	\$67.98	\$70.02	\$72.12	\$74.29
Health IT Cybersecurity Engineer (Senior)	\$193.31	\$199.11	\$205.08	\$211.24	\$217.57
Health IT Cybersecurity Engineer (Intermediate)	\$125.25	\$129.01	\$132.88	\$136.86	\$140.97
Health IT Cybersecurity Engineer (Junior)	\$106.99	\$110.20	\$113.50	\$116.91	\$120.41
Health IT Database Specialist (Principal)	\$170.06	\$175.17	\$180.42	\$185.83	\$191.41
Health IT Database Specialist (Senior)	\$158.13	\$162.87	\$167.76	\$172.79	\$177.97
Health IT Database Specialist (Intermediate)	\$118.77	\$122.33	\$126.00	\$129.78	\$133.68
Health IT Database Specialist (Junior)	\$79.79	\$82.19	\$84.65	\$87.19	\$89.81
Health IT Enterprise Architect	\$176.13	\$181.41	\$186.86	\$192.46	\$198.24
Health IT Helpdesk Specialist (Senior)	\$90.26	\$92.97	\$95.76	\$98.63	\$101.59
Health IT Helpdesk Specialist (Intermediate)	\$69.16	\$71.24	\$73.38	\$75.58	\$77.85
Health IT Helpdesk Specialist (Junior)	\$44.03	\$45.35	\$46.71	\$48.12	\$49.56
Health IT Information Assurance/Security Specialist (Senior)	\$165.12	\$170.07	\$175.18	\$180.43	\$185.84

Health IT Information Assurance/Security Specialist (Intermediate)	\$124.36	\$128.09	\$131.94	\$135.89	\$139.97
Health IT Information Assurance/Security Specialist (Junior)	\$80.39	\$82.80	\$85.29	\$87.85	\$90.48
Health IT Microsoft Consulting Services SME II	\$299.83	\$308.83	\$318.09	\$327.64	\$337.46
Health IT Microsoft Consulting Services SME I	\$269.68	\$277.78	\$286.11	\$294.69	\$303.53
Health IT Network Engineer (Senior)	\$159.50	\$164.28	\$169.21	\$174.29	\$179.51
Health IT Network Engineer (Intermediate)	\$85.93	\$88.51	\$91.17	\$93.90	\$96.72
Health IT Network Engineer (Junior)	\$78.48	\$80.83	\$83.25	\$85.75	\$88.33
Health IT Program Manager (Principal)	\$208.03	\$214.27	\$220.70	\$227.32	\$234.14
Health IT Program Manager (Senior)	\$168.01	\$173.05	\$178.25	\$183.59	\$189.10
Health IT Program Manager (Intermediate)	\$135.01	\$139.06	\$143.23	\$147.53	\$151.96
Health IT Program Manager (Junior)	\$90.26	\$92.97	\$95.76	\$98.63	\$101.59
Health IT Quality Assurance Manager	\$128.37	\$132.22	\$136.19	\$140.27	\$144.48
Health IT Quality Assurance Specialist (Senior)	\$105.75	\$108.92	\$112.19	\$115.56	\$119.02
Health IT Quality Assurance Specialist (Intermediate)	\$95.02	\$97.87	\$100.80	\$103.83	\$106.94
Health IT Quality Assurance Specialist (Junior)	\$77.64	\$79.97	\$82.37	\$84.84	\$87.39
Health IT Security Analyst (Senior)	\$133.36	\$137.37	\$141.49	\$145.73	\$150.10
Health IT Security Analyst (Intermediate)	\$100.02	\$103.02	\$106.11	\$109.30	\$112.58
Health IT Security Analyst (Junior)	\$61.13	\$62.96	\$64.85	\$66.80	\$68.80
Health IT SharePoint Architect/Developer	\$132.47	\$136.44	\$140.54	\$144.75	\$149.09
Health IT Software Development Engineer (Principal)	\$204.27	\$210.40	\$216.71	\$223.21	\$229.91
Health IT Software Development Engineer (Senior)	\$171.43	\$176.58	\$181.87	\$187.33	\$192.95
Health IT Software Development Engineer (Intermediate)	\$124.95	\$128.70	\$132.56	\$136.54	\$140.63
Health IT Software Development Engineer (Junior)	\$102.54	\$105.61	\$108.78	\$112.04	\$115.41
Health IT Subject Matter Expert (Senior)	\$187.44	\$193.06	\$198.85	\$204.82	\$210.96
Health IT Subject Matter Expert (Intermediate)	\$176.13	\$181.41	\$186.86	\$192.46	\$198.24
Health IT Subject Matter Expert (Junior)	\$121.93	\$125.59	\$129.36	\$133.24	\$137.23
Health IT Systems Administrator (Senior)	\$105.85	\$109.03	\$112.30	\$115.67	\$119.14
Health IT Systems Administrator (Intermediate)	\$88.29	\$90.94	\$93.67	\$96.48	\$99.37

Health IT Systems Administrator (Junior)	\$65.26	\$67.22	\$69.24	\$71.31	\$73.45
Health IT Systems Engineer (Senior)	\$172.90	\$178.08	\$183.43	\$188.93	\$194.60
Health IT Systems Engineer (Intermediate)	\$136.30	\$140.39	\$144.60	\$148.94	\$153.41
Health IT Systems Engineer (Junior)	\$92.68	\$95.46	\$98.32	\$101.27	\$104.31
Health IT Technical Writer (Senior)	\$85.33	\$87.88	\$90.52	\$93.24	\$96.03
Health IT Technical Writer (Intermediate)	\$76.48	\$78.77	\$81.13	\$83.57	\$86.08
Health IT Technical Writer (Junior)	\$48.45	\$49.90	\$51.40	\$52.94	\$54.53
Health IT Test Engineer (Senior)	\$100.20	\$103.20	\$106.30	\$109.49	\$112.77
Health IT Test Engineer (Intermediate)	\$77.18	\$79.49	\$81.88	\$84.33	\$86.86
Health IT Test Engineer (Junior)	\$55.65	\$57.32	\$59.04	\$60.81	\$62.64
Health IT Training Developer (Senior)	\$107.96	\$111.20	\$114.54	\$117.98	\$121.52
Health IT Training Developer (Intermediate)	\$89.99	\$92.69	\$95.47	\$98.34	\$101.29
Health IT Training Developer (Junior)	\$78.00	\$80.34	\$82.75	\$85.23	\$87.79
Health IT Web Developer (Senior)	\$116.19	\$119.68	\$123.27	\$126.97	\$130.78
Health IT Web Developer (Intermediate)	\$89.99	\$92.69	\$95.47	\$98.34	\$101.29
Health IT Web Developer (Junior)	\$78.00	\$80.34	\$82.75	\$85.23	\$87.79

SIN 132-56/RC/STLOC CONTRACTOR SITE RATES:

Labor Category	4/24/2019 - 4/23/2020 Contractor Site	4/24/2020 - 4/23/2021 Contractor Site	4/24/2021 - 4/23/2022 Contractor Site	4/24/2022 - 4/23/2023 Contractor Site	4/24/2023 - 4/23/2024 Contractor Site
Health IT Applications Systems Analyst/Programmer (Senior)	-	-	-	-	-
Health IT Applications Systems Analyst/Programmer (Intermediate)	-	-	-	-	-
Health IT Applications Systems Analyst/Programmer (Junior)	-	-	-	-	-
Health IT Budget/Financial Analyst (Senior)	\$111.79	\$115.14	\$118.59	\$122.15	\$125.82
Health IT Budget/Financial Analyst (Intermediate)	\$91.83	\$94.59	\$97.43	\$100.35	\$103.36
Health IT Budget/Financial Analyst (Junior)	-	-	-	-	-
Health IT Business Analyst (Senior)	-	-	-	-	-
Health IT Business Analyst (Intermediate)	-	-	-	-	-
Health IT Business Analyst (Junior)	\$84.52	\$87.06	\$89.67	\$92.36	\$95.13
Health IT Business Subject Matter Expert	-	-	-	-	-
Health IT Configuration Management Specialist (Senior)	\$112.18	\$115.54	\$119.01	\$122.58	\$126.26
Health IT Configuration Management Specialist (Intermediate)	\$98.99	\$101.96	\$105.02	\$108.17	\$111.42
Health IT Configuration Management Specialist (Junior)	\$72.59	\$74.77	\$77.02	\$79.33	\$81.71
Health IT Cybersecurity Engineer (Senior)	\$222.58	\$229.26	\$236.14	\$243.22	\$250.52
Health IT Cybersecurity Engineer (Intermediate)	\$146.24	\$150.63	\$155.15	\$159.80	\$164.59
Health IT Cybersecurity Engineer (Junior)	\$123.20	\$126.89	\$130.70	\$134.62	\$138.66
Health IT Database Specialist (Principal)	-	-	-	-	-
Health IT Database Specialist (Senior)	-	-	-	-	-
Health IT Database Specialist (Intermediate)	-	-	-	-	-
Health IT Database Specialist (Junior)	-	-	-	-	-
Health IT Enterprise Architect	-	-	-	-	-
Health IT Helpdesk Specialist (Senior)	-	-	-	-	-
Health IT Helpdesk Specialist (Intermediate)	-	-	-	-	-
Health IT Helpdesk Specialist (Junior)	-	-	-	-	-
Health IT Information Assurance/Security Specialist (Senior)	-	-	-	-	-

Health IT Information Assurance/Security Specialist (Intermediate)	-	-	-	-	-
Health IT Information Assurance/Security Specialist (Junior)	-	-	-	-	-
Health IT Microsoft Consulting Services SME II	-	-	-	-	-
Health IT Microsoft Consulting Services SME I	-	-	-	-	-
Health IT Network Engineer (Senior)	-	-	-	-	-
Health IT Network Engineer (Intermediate)	\$94.51	\$97.35	\$100.27	\$103.28	\$106.37
Health IT Network Engineer (Junior)	-	-	-	-	-
Health IT Program Manager (Principal)	-	-	-	-	-
Health IT Program Manager (Senior)	-	-	-	-	-
Health IT Program Manager (Intermediate)	\$148.51	\$152.96	\$157.55	\$162.28	\$167.14
Health IT Program Manager (Junior)	-	-	-	-	-
Health IT Quality Assurance Manager	\$147.81	\$152.24	\$156.81	\$161.51	\$166.36
Health IT Quality Assurance Specialist (Senior)	\$116.33	\$119.82	\$123.41	\$127.11	\$130.93
Health IT Quality Assurance Specialist (Intermediate)	\$100.34	\$103.35	\$106.45	\$109.65	\$112.94
Health IT Quality Assurance Specialist (Junior)	\$85.39	\$87.95	\$90.59	\$93.30	\$96.10
Health IT Security Analyst (Senior)	\$149.36	\$153.84	\$158.46	\$163.21	\$168.11
Health IT Security Analyst (Intermediate)	\$112.02	\$115.38	\$118.84	\$122.41	\$126.08
Health IT Security Analyst (Junior)	\$68.46	\$70.52	\$72.63	\$74.81	\$77.06
Health IT SharePoint Architect/Developer	\$145.71	\$150.09	\$154.59	\$159.23	\$164.00
Health IT Software Development Engineer (Principal)	\$235.71	\$242.78	\$250.06	\$257.56	\$265.29
Health IT Software Development Engineer (Senior)	\$192.00	\$197.76	\$203.70	\$209.81	\$216.10
Health IT Software Development Engineer (Intermediate)	\$142.91	\$147.20	\$151.62	\$156.16	\$160.85
Health IT Software Development Engineer (Junior)	\$118.07	\$121.61	\$125.26	\$129.02	\$132.89
Health IT Subject Matter Expert (Senior)	\$206.18	\$212.36	\$218.73	\$225.29	\$232.05
Health IT Subject Matter Expert (Intermediate)	-	-	-	-	-
Health IT Subject Matter Expert (Junior)	-	-	-	-	-
Health IT Systems Administrator (Senior)	\$116.44	\$119.93	\$123.53	\$127.24	\$131.06
Health IT Systems Administrator (Intermediate)	\$97.12	\$100.03	\$103.03	\$106.12	\$109.31

Health IT Systems Administrator (Junior)	\$71.78	\$73.93	\$76.15	\$78.44	\$80.79
Health IT Systems Engineer (Senior)	\$199.10	\$205.07	\$211.22	\$217.56	\$224.09
Health IT Systems Engineer (Intermediate)	\$156.96	\$161.67	\$166.52	\$171.52	\$176.66
Health IT Systems Engineer (Junior)	\$103.80	\$106.92	\$110.13	\$113.43	\$116.83
Health IT Technical Writer (Senior)	\$93.86	\$96.68	\$99.58	\$102.57	\$105.64
Health IT Technical Writer (Intermediate)	-	-	-	-	-
Health IT Technical Writer (Junior)	\$53.30	\$54.90	\$56.55	\$58.25	\$59.99
Health IT Test Engineer (Senior)	\$110.22	\$113.53	\$116.93	\$120.44	\$124.05
Health IT Test Engineer (Intermediate)	\$84.90	\$87.45	\$90.07	\$92.78	\$95.56
Health IT Test Engineer (Junior)	\$61.21	\$63.05	\$64.94	\$66.89	\$68.90
Health IT Training Developer (Senior)	\$118.77	\$122.33	\$126.00	\$129.78	\$133.68
Health IT Training Developer (Intermediate)	\$98.99	\$101.96	\$105.02	\$108.17	\$111.42
Health IT Training Developer (Junior)	\$85.81	\$88.38	\$91.04	\$93.77	\$96.58
Health IT Web Developer (Senior)	-	-	-	-	-
Health IT Web Developer (Intermediate)	\$98.99	\$101.96	\$105.02	\$108.17	\$111.42
Health IT Web Developer (Junior)	\$85.81	\$88.38	\$91.04	\$93.77	\$96.58