VARIQ

Improving Infrastructure and Security

through People, Process and Technology

MULTIPLE AWARD SCHEDULE (MAS)

Prices Shown Herein are Net (Discount Deducted)

Contract Number: GS-35F-0389V

Federal Supply Group: MAS
FSC/PSC Codes: D305, D399, 0000

VariQ Corporation
2600 Tower Oaks Blvd Suite 300
Rockville, MD 20852
Phone: 202-808-7338
Fax: 202-318-7510
http://www.variq.com

Contract Period: April 24, 2019 - April 23, 2024
Contract Administration Source: Tom Edson
Email: tom.edson@variq.com
Business Size: Other than Small Business

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

Pricelist Current through Modification A812 dated February 5, 2020

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
518210C /RC/STLOC	Cloud and Cloud-Related IT Professional Services	4 – 22	23 – 26
54151HACS /RC/STLOC	Highly Adaptive Cybersecurity Services (HACS) Sub-Categories - Penetration Testing - Incident Response - Cyber Hunt - Risk & Vulnerability Assessments (RVA) - High Value Asset (HVA)	27 – 42	43 – 46
54151S /RC/STLOC	Information Technology Professional Services	47 – 68	69 – 72
54151HEAL /RC/STLOC	Health Information Technology Services	73 – 94	95 – 100
OLM /RC/STLOC	Order-Level Materials (OLM)	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 4 – 22, 27 – 42, 47 – 68, and 73 – 94

2. Maximum Order

518210C, 54151HACS, 54151S, 54151HEAL: $500,000
OLM: $250,000

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.Section 508.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

SIN 518210C/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 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 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 Responsibility: Provides cloud-based 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

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.
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.

Cloud Enterprise Architect

Qualifications:	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.
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.

Cloud 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.)

Cloud 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.)

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 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 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 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.
Education:	Bachelor's degree

Cloud 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.
Education:	Master's degree

Cloud Software Development Engineer (Senior)

Qualifications:	Six (6) years
Functional Responsibility:	Provides supervisory technical and administrative direction for personnel performing cloud-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 Responsibility:	Designs and documents data systems to accomplish cloud-based 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

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 validation and verification preferred.
Education:	Bachelor's degree

Cloud 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

Cloud 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

Cloud 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

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 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.

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 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

Cloud 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

Cloud 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

Cloud 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.

Cloud 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

Cloud 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 518210C/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 518210C/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

SIN 54151HACS/RC/STLOC LABOR CATEGORIES AND DESCRIPTIONS:

Awarded Sub-Categories
- Risk and Vulnerability Assessment (RVA)
    - Cyber Hunt
    - Incident Response
    - Penetration Testing
- High Value Asset (HVA)

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 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

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.

Bachelor's Degree

Education:

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

Responsibility:	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 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

Cyber 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

Cyber 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

Cyber 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

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 54151HACS/RC/STLOC GOVERNMENT SITE RATES:
Awarded Sub-Categories
- Risk and Vulnerability Assessment (RVA)
- Cyber Hunt
- Incident Response
- Penetration Testing
- High Value Asset (HVA)

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	$77.64	$79.97	$82.37	$84.84	$87.39

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
(Junior)					
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 54151HACS/RC/STLOC CONTRACTOR SITE RATES:
Awarded Sub-Categories
- Risk and Vulnerability Assessment (RVA)
- Cyber Hunt
- Incident Response
- Penetration Testing
- High Value Asset (HVA)

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	$116.33	$119.82	$123.41	$127.11	$130.93

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
(Senior)					
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)	-	-	-	-	-

SIN 54151S/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 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 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.

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 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

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

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.
Education:	Bachelor's degree

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.
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

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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 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

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 54151S/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 54151S/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

SIN 54151HEAL/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.
	Bachelor's Degree
Education:	

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 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. Scope is Health IT related.

Education: Bachelor's degree

Health IT 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. Scope is Health IT related.

Education: Bachelor's degree

Health IT 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. 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)

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. Scope is Health IT related.

Education: Bachelor's degree

Health IT 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. Scope is Health IT related.

Education: Bachelor's degree

Health IT 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. Scope is Health IT related.

Education: Bachelor's degree

Health IT 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. 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 54151HEAL/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
Heath 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 54151HEAL/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