



**FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST
MULTIPLE AWARD SCHEDULE**

FSC Group:	Information Technology	Contract POC:	David Velis
Contract number:	47QTCA19D005N	Phone:	703-640-4065
Contract period:	2/8/2019 – 2/7/2024	Email:	contracts@esmcorp.net
Business size:	Small Business		

Enterprise Solutions & Management Corporation
6987 Meadowforest Court, Springfield, VA, 22151
<https://www.esmcorp.net/>

Price list current as of Modification #PS-0012 effective February 1, 2022
Prices Shown Herein are Net (discount deducted)

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

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at <https://www.gsa.gov>.

Information for Ordering Activities

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

SINs	SIN Title
54151S	Information Technology Professional Services
ANCILLARY	Ancillary Supplies and Services
OLM	Order Level Materials

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.

54151S: \$34.41

ANCILLARY: \$ 23.17

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 Below

2. Maximum order:

SIN 54151S: \$500,000

SIN OLM, ANCILLARY: \$250,000

3. Minimum order: \$100

4. Geographic coverage (delivery area). Domestic

5. Point(s) of production (city, county, and State or foreign country). Same as contractor

6. Discount from list prices or statement of net price. Government Net Prices (discounts already deducted.)

7. Quantity discounts. 1%, over \$500,000

8. Prompt payment terms. Net 30 days

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

9. Foreign items (list items by country of origin). Not Applicable

10a. Time of delivery. (Contractor insert number of days.) 30 Days

10b. Expedited Delivery. Items available for expedited delivery are noted in this price list. Contact Contractor or To Be Determined at the Task Order level

10c. Overnight and 2-day delivery. Contact Contractor or To Be Determined at the Task Order level

10d. Urgent Requirements. Contact Contractor or To Be Determined at the Task Order level

11. F.O.B. point(s). Destination

12a. Ordering address(es). Same as contractor

12b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.

13. Payment address(es). Same as contractor

14. Warranty provision. Standard Commercial Warranty Terms & Conditions

15. Export packing charges, if applicable. Not Applicable

16. Terms and conditions of rental, maintenance, and repair (if applicable). Not Applicable

17. Terms and conditions of installation (if applicable). Not Applicable

18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable). Not Applicable

18b. Terms and conditions for any other services (if applicable). Not Applicable

19. List of service and distribution points (if applicable). Not Applicable

20. List of participating dealers (if applicable). Not Applicable

21. Preventive maintenance (if applicable). Not Applicable

22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants). Not Applicable

22b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: www.Section508.gov/.

Not Applicable

23. Data Universal Number System (DUNS) number. 079151941

24. Notification regarding registration in System for Award Management (SAM) database. Contractor registered and active in SAM

PRICE LIST

SIN(s)	Labor Category	GSA Pricing Y1	GSA Pricing Y2	GSA Pricing Y3	GSA Pricing Y4	GSA Pricing Y5
54151S	Training Specialist I	-	-	-	\$69.25	\$70.98
54151S	Training Specialist II	-	-	-	\$86.15	\$88.30
54151S	Training Specialist III	-	-	-	\$97.92	\$100.37
54151S	Technical Writer I	-	-	-	\$76.03	\$77.93
54151S	Technical Writer II	-	-	-	\$89.85	\$92.10
54151S	Technical Writer III	-	-	-	\$102.98	\$105.55
54151S	Analyst I	-	-	-	\$81.48	\$83.52
54151S	Analyst II	-	-	-	\$106.10	\$108.75
54151S	Analyst III	-	-	-	\$128.75	\$131.97
54151S	Software Engineer I	-	-	-	\$90.65	\$92.92
54151S	Software Engineer II	-	-	-	\$104.51	\$107.12
54151S	Software Engineer III	-	-	-	\$136.90	\$140.32
54151S	Business Analysts I	-	-	-	\$88.12	\$90.32
54151S	Business Analysts II	-	-	-	\$101.64	\$104.18
54151S	Business Analysts III	-	-	-	\$122.90	\$125.97
54151S	Configuration Management I	-	-	-	\$91.10	\$93.38
54151S	Configuration Management II	-	-	-	\$118.74	\$121.71
54151S	Configuration Management III	-	-	-	\$138.96	\$142.43
54151S	Cyber Engineer I	-	-	-	\$120.35	\$123.36
54151S	Cyber Engineer II	-	-	-	\$136.37	\$139.78
54151S	Cyber Engineer III	-	-	-	\$166.93	\$171.10
54151S	Database Administrator I	-	-	-	\$110.64	\$113.41
54151S	Database Administrator II	-	-	-	\$127.24	\$130.42
54151S	Database Administrator III	-	-	-	\$140.78	\$144.30
54151S	Engineer I	-	-	-	\$111.49	\$114.28
54151S	Engineer II	-	-	-	\$127.03	\$130.21
54151S	Engineer III	-	-	-	\$141.15	\$144.68
54151S	Helpdesk I	-	-	-	\$60.89	\$62.41
54151S	Helpdesk II	-	-	-	\$72.66	\$74.48
54151S	Helpdesk III	-	-	-	\$86.09	\$88.24
54151S	Helpdesk Manager	-	-	-	\$138.80	\$142.27
54151S	Information Assurance III	-	-	-	\$155.98	\$159.88
54151S	Network Administrator I	-	-	-	\$79.36	\$81.34
54151S	Network Administrator II	-	-	-	\$102.85	\$105.42
54151S	Network Administrator III	-	-	-	\$118.00	\$120.95
54151S	Network Engineer I	-	-	-	\$102.74	\$105.31
54151S	Network Engineer II	-	-	-	\$120.88	\$123.90
54151S	Network Engineer III	-	-	-	\$136.16	\$139.56

54151S	Project Manager I	-	-	-	\$120.93	\$123.95
54151S	Project Manager II	-	-	-	\$149.97	\$153.72
54151S	Project Manager III	-	-	-	\$172.26	\$176.57
54151S	Applications Systems Analyst I	-	-	-	\$83.98	\$86.08
54151S	Applications Systems Analyst II	-	-	-	\$98.65	\$101.12
54151S	Applications Systems Analyst III	-	-	-	\$132.53	\$135.84
54151S	Solution Architect I	-	-	-	\$160.03	\$164.03
54151S	Solution Architect II	-	-	-	\$187.74	\$192.43
54151S	Solution Architect III	-	-	-	\$207.68	\$212.87
54151S	Enterprise Architect I	-	-	-	\$156.80	\$160.72
54151S	Enterprise Architect II	-	-	-	\$174.84	\$179.21
54151S	Enterprise Architect III	-	-	-	\$191.19	\$195.97
54151S	System Administrator I	-	-	-	\$85.21	\$87.34
54151S	System Administrator II	-	-	-	\$108.45	\$111.16
54151S	System Administrator III	-	-	-	\$134.09	\$137.44
54151S	Applications Developer (Journeyman)	\$59.17	\$60.65	\$62.17	\$63.61	\$65.20
54151S	Information Assurance (Senior)	\$34.41	\$35.27	\$36.16	\$37.00	\$37.93
54151S	Information Assurance/Security Specialist (Journeyman) L2	\$64.08	\$65.68	\$67.32	\$68.89	\$70.61
54151S	Information Assurance/Security Specialist (Senior) L2	\$102.09	\$104.64	\$107.26	\$109.75	\$112.49
54151S	Project Support Specialist	\$37.37	\$38.30	\$39.26	\$40.18	\$41.18
54151S	SME (Journeyman)	\$81.17	\$83.19	\$85.27	\$87.25	\$89.43
54151S	Subject Matter Expert (Master) L4	\$128.30	\$131.50	\$134.79	\$137.92	\$141.37
54151S	Subject Matter Expert (Senior) L2	\$88.91	\$91.13	\$93.41	\$95.58	\$97.97
54151S	Telecommunications Specialist (Senior)	\$61.72	\$63.27	\$64.85	\$66.35	\$68.01
ANCILLARY	Applications Systems Analyst (Journeyman)	\$75.06	\$76.94	\$78.86	\$80.69	\$82.71
ANCILLARY	Applications Systems Analyst (Master)	\$85.57	\$87.71	\$89.90	\$91.99	\$94.29
ANCILLARY	Data Entry, Records, & Scanning Support	\$23.17	\$23.75	\$24.34	\$24.91	\$25.53
ANCILLARY	Helpdesk Specialist (Entry Level)	\$28.63	\$29.34	\$30.08	\$30.77	\$31.54
ANCILLARY	Software Support for Gate Operations	\$32.18	\$32.98	\$33.81	\$34.60	\$35.47
ANCILLARY	Systems/Network Administrator/Help Desk Technician	\$37.64	\$38.59	\$39.55	\$40.46	\$41.47

LABOR CATEGORIES

Labor Category	Labor Category/Service Description	Minimum Education & Experience
Training Specialist I	Handles logistics for training activities including venues and equipment. interview, panel review, written test, writing sample, etc. Meets with management to determine department and individual needs and creates and executes work plans to meet established objectives. Assesses, designs, and conceptualizes training scenarios, approaches, objectives, plans, tools, aids, curriculums, and other state of the art technologies related to training and behavioral studies. Identifies the best approach training requirements to include, but not limited to hardware, software, simulations, course assessment and refreshment, assessment centers, oral examinations, interviews, computer assisted and adaptive testing, behavior-based assessment and performance, 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: Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.	Associates Degree 2 years
Training Specialist II	Plan, design, implement and maintain delivery of instructor led training, E-Learning and blended learning solutions. file management and organization. Assesses, designs, and conceptualizes training scenarios, approaches, objectives, plans, tools, aids, curriculums, and other state of the art technologies related to training and behavioral studies. Identifies the best approach training requirements to include, but not limited to hardware, software, simulations, course assessment and refreshment, assessment centers, oral examinations, interviews, computer assisted and adaptive testing, behavior-based assessment and performance, 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: Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments	Associates Degree 4 years
Training Specialist III	Monitors the effectiveness of training on employees using individual or group performance results. Delivers company training programs and workshops to employees and managers. Develops new training program design and existing program enhancements including lesson plans and training aids. Collects feedback on sessions from attendees to use for future improvements to content and presentation. May specialize in a particular subject, training program, or function of the company. Assesses, designs, and conceptualizes training scenarios, approaches, objectives, plans, tools, aids, curriculums, and other state of the art technologies related to training and behavioral studies. Identifies the best approach training requirements to include, but not limited to hardware, software, simulations, course assessment and refreshment, assessment centers, oral examinations, interviews, computer assisted and adaptive testing, behavior-based assessment and performance, 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: Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.	Bachelors Degree 6 years
Technical Writer I	Collects and interprets technical data or information and coordinates layout for publication. Creates and publishes technical documentations and manuals. Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. Coordinates the display of graphics and the production of the document. Ensures content is of high quality and conforms with standards. Experience: Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments.	Associates Degree 2 years
Technical Writer II	Collects and interprets technical data or information and coordinates layout for publication. Creates and publishes technical documentations and manuals. Writes a variety of technical	Bachelors Degree

	articles, reports, brochures, and/or manuals for documentation for a wide range of uses. Coordinates the display of graphics and the production of the document. Ensures content is of high quality and conforms with standards. Experience: Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments.	3 years
Technical Writer III	Collects and interprets technical data or information and coordinates layout for publication. Creates and publishes technical documentations and manuals. Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. Coordinates the display of graphics and the production of the document. Ensures content is of high quality and conforms with standards. Experience: Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.	Bachelors Degree 6 years
Analyst I	Manage compliance program for area of responsibility, interpret internal policy and external regulations, and create and/or review complex compliance reports. Lead and execute unit or cross functional projects and teams, make decisions regarding projects and programs affecting operational effectiveness, policies, or processes. Support facilitation and decision support activities and survey services. This may include survey planning, design, and development; survey administration; data validation and analysis; reporting, and stakeholder briefings. Provide subject matter expertise to program and/or resource management support services to support programs, projects, initiatives, and/or organizational goals through all phases of program or project management, from planning to closeout. Collaborate with peers; support product-specific working groups; support various teams; provide advice and/or technical expertise to client(s) seeking to establish, assess, improve, or change operations, production, distribution of deliverables and/or documentation, and organizational performance. Support, coordinate, lead, or participate in briefings, meetings, and other activities. Prepare supporting information and documentation. Participate in outreach and collaboration. Support projects by conducting research and analysis. Perform fact checking and other analytical support tasks. May provide subject matter expertise in one or more specialized fields of an academic, technical, business, analytical, or operational nature.	Bachelors Degree 2 years
Analyst II	Manage compliance program for area of responsibility, interpret internal policy and external regulations, and create and/or review complex compliance reports. Lead and execute unit or cross functional projects and teams, make decisions regarding projects and programs affecting operational effectiveness, policies, or processes. Prepare presentations for leadership and other stakeholders that contain actionable insights about performance. Support facilitation and decision support activities and survey services. This may include survey planning, design, and development; survey administration; data validation and analysis; reporting, and stakeholder briefings. Provide subject matter expertise to program and/or resource management support services to support programs, projects, initiatives, and/or organizational goals through all phases of program or project management, from planning to closeout. Collaborate with peers; support product-specific working groups; support various teams; provide advice and/or technical expertise to client(s) seeking to establish, assess, improve, or change operations, production, distribution of deliverables and/or documentation, and organizational performance. Support, coordinate, lead, or participate in briefings, meetings, and other activities. Prepare supporting information and documentation. Participate in outreach and collaboration. Support projects by conducting research and analysis. Perform fact checking and other analytical support tasks. May provide subject matter expertise in one or more specialized fields of an academic, technical, business, analytical, or operational nature.	Bachelors Degree 4 years

Analyst III	<p>Provide expert support to management or strategy consulting activities. This may include planning, conducting, and analyzing research, evaluations, studies, surveys, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, and expert witness services. Provide subject matter expertise to support facilitation and decision support activities and survey services. This may include survey planning, design, and development; survey administration; data validation and analysis; reporting, and stakeholder briefings. Provide subject matter expertise to program and/or resource management support services to support programs, projects, initiatives, and/or organizational goals through all phases of program or project management, from planning to closeout. Support planning, management and oversight of operational/administrative business support services. Perform analysis and research. Draft formal and informal reports, bulletins, articles, and/or other products and documents for clients and organizations. Provide research, operational, technical and/or analytical support. Validate data and subsequent conclusions. Collaborate with peers; support product-specific working groups; support various teams; provide advice and/or technical expertise to client(s) seeking to establish, assess, improve, or change operations, production, distribution of deliverables and/or documentation, and organizational performance. Support, coordinate, lead, or participate in briefings, meetings, and other activities. Prepare supporting information and documentation. Manage compliance program for area of responsibility, interpret internal policy and external regulations, and create and/or review complex compliance reports. Lead and execute unit or cross functional projects and teams, make decisions regarding projects and programs affecting operational effectiveness, policies, or processes. Prepare presentations for leadership and other stakeholders that contain actionable insights about the performance of their team(s) Participate in outreach and collaboration. Support projects by conducting research and analysis. Perform fact checking and other analytical support tasks. May provide subject matter expertise in one or more specialized fields of an academic, technical, business, analytical, or operational nature. May supervise others.</p>	Bachelors Degree 6 years
Software Engineer I	<p>Collecting and documenting business and user requirements, including prototyping. Build strong relationships with internal partners (such as Core Technology, Risk, Strategy, Product Management, Reporting and Analytics). Draw on relationship and technical skills to act as technical liaison to internal and external clients. Designs, develops, enhances, debugs, and implements software. Troubleshoots production problems related to software applications. Researches, tests, builds, and coordinates the conversion and/or integration of new products based on client requirements. Designs and develops new software products or major enhancements to existing software. Addresses problems of systems integration, compatibility, and multiple platforms. Consults with project teams and end users to identify application requirements. Performs feasibility analysis on potential future projects to management. Assists in the evaluation and recommendation of application software packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements. Acts as team leader on projects. Instructs, assigns, directs, and checks the work of other software developers on development team. Participates in development of software user manuals. Experience: Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.</p>	Bachelors Degree 2 years
Software Engineer II	<p>Codes, tests, debugs, documents, and maintains applications. Evaluates and modifies moderately complex applications programs working from detailed specifications. Being an Application Developer II requires a bachelor's degree. Works on most phases of applications programming activities. Designs, develops, enhances, debugs, and implements software. Troubleshoots production problems related to software applications. Researches, tests, builds, and coordinates the conversion and/or integration of new products based on client requirements. Designs and develops new software products or major enhancements to existing software. Addresses problems of systems integration, compatibility, and multiple platforms. Consults with project teams and end users to identify application requirements. Performs feasibility analysis on potential future projects to management. Assists in the evaluation and recommendation of application software packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements. Acts as team leader on projects. Instructs, assigns, directs, and checks the work of other software developers on development team. Participates in development of software user manuals. Experience: Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major</p>	Bachelors Degree 4 years

	technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments.	
Software Engineer III	Codes, tests, debugs, documents, and maintains applications. Evaluates, analyzes, and modifies moderately complex application programs. Analyzes and resolves problems associated with applications. Works on most phases of applications programming activities. Detects, diagnoses, and reports related problems. Designs, develops, enhances, debugs, and implements software. Troubleshoots production problems related to software applications. Researches, tests, builds, and coordinates the conversion and/or integration of new products based on client requirements. Designs and develops new software products or major enhancements to existing software. Addresses problems of systems integration, compatibility, and multiple platforms. Consults with project teams and end users to identify application requirements. Performs feasibility analysis on potential future projects to management. Assists in the evaluation and recommendation of application software packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements. Acts as team leader on projects. Instructs, assigns, directs, and checks the work of other software developers on development team. Participates in development of software user manuals. Experience: Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	Masters Degree 6 years
Business Analysts I	Collaborates with members of the sales, marketing, finance, legal, or product teams to ensure content is complete, accurate, and timely. Develops proposals, bids, quotations, or other documents describing organizational products and services in response to requests from prospective clients. Focused on the coordination, accounting, planning and administration functions. The management analyst provides business management functions such as budgeting, financial analysis and planning and control of funding and allocation of funding. These functions include business process analysis to describe and create defined business and operations controls and processes.	Associates Degree 2 years
Business Analysts II	Focused on the coordination, accounting, planning and administration functions. The management analyst provides business management functions such as budgeting, financial analysis and planning and control of funding and allocation of funding. These functions include business process analysis to describe and create defined business and operations controls and processes. Could run analysis for cluster marketing (price range, cluster strategy, NPD business case). Order book, Book to Bill, standard gross margin. Meet with management to discuss and clarify requests for projects, highlight issues, and make recommendations to address issues and priorities.	Bachelors Degree 4 years
Business Analysts III	Focused on the coordination, accounting, planning and administration functions. The management analyst provides business management functions such as budgeting, financial analysis and planning and control of funding and allocation of funding. These functions include business process analysis to describe and create defined business and operations controls and processes. Could Demonstrate a strong awareness of the uses of IT within the industry sector and specifically within competitive or associated organizations operating in the same market. Propose, evaluate and select innovation solutions to deliver value and benefits defined. Promote new products and services to clients through monthly webinars, onsite visits and other online meetings.	Masters Degree 6 years
Configuration Management I	Review and analyze released engineering change data and coordinate changes with engineering. Hands on experience administering DoD Acquisition Management. Plan and coordinate preparation of project documentation, such as Request-For-Change (RFC), production specifications and schedules, and contract modifications. Provides configuration management planning. Describes provisions for configuration identification, change control, configuration status accounting, and configuration audits. Regulates the change process so that only approved and validated changes are incorporated into product documents and related software. Experience: Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	Associates Degree 2 years

Configuration Management II	Develop, manage, train, and implement the Configuration Management (CM) process and procedures as part of the System Integration (SI) Team on the Integrated Personnel and Pay system-Army (IPPS-A). Create Standard Operating Procedures (SOPs) and Configuration Management Plans (CMPs) as required by the program. Manage and document the configuration baseline and control process for customer applications, monitor adherence of CM processes throughout development life cycle. Provides configuration management planning. Describes provisions for configuration identification, change control, configuration status accounting, and configuration audits. Regulates the change process so that only approved and validated changes are incorporated into product documents and related software. Experience: Senior Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments.	Bachelors Degree 4 years
Configuration Management III	Provides configuration management planning. Describes provisions for configuration identification, change control, configuration status accounting, and configuration audits. Regulates the change process so that only approved and validated changes are incorporated into product documents and related software. Experience: Master Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. Could collaborate daily with customer(s) to define, coordinate, and track the status of multi-program tasks, engineering changes and change instructions, maintain metrics, and advise on technical and configuration management planning and implementation. Schedule regular audits on CM database and assist in implementing audit recommendations. Installs related desktop software. May supervise others.	Masters Degree 6 years
Cyber Engineer I	Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security. Facilitate periodic access reviews to support compliance. Possesses a general understanding of the basic concepts of cyber engineering and cybersecurity. Maintains general working knowledge and understanding of the Customer cybersecurity policies and the Risk Management Framework. With minimal guidance, conducts cybersecurity engineering research and analysis and provides recommendations for the implementation of security mechanisms. Provides technical assistance to the development of cybersecurity documentation, concept papers, and test plans required by Command policies, and the Risk Management Framework. Establishes and maintains effective working relationships with other Government agencies and mission partners. Develops and delivers articulate and effective briefings/presentations on general and comprehensive cybersecurity engineering topics as applicable to assigned projects. With minimal guidance, evaluates functional operation and performance in light of test results and makes recommendations regarding Certification and Accreditation (C&A).	Bachelors Degree 2 years
Cyber Engineer II	Possesses an in-depth understanding and the ability to apply intermediate concepts of cyber engineering and cybersecurity. Maintains in-depth knowledge and understanding of the Customer cybersecurity policies and the Risk Management Framework. With no guidance, conducts cybersecurity engineering research and analysis, provides recommendations for the implementation of security mechanisms, and provides educational briefings on the recommended cybersecurity mechanism. Contributes substantive content to the development of cybersecurity documentation, concept papers, and test plans required by Command policies and the Risk Management Framework. Maintains comprehensive knowledge and understanding of Customer and/or Intelligence Community (IC) engineering efforts, across multiple engineering disciplines. Reviews sensitive electronic and hard copy investigative and intelligence community reporting, collaborating with internal and external entities via working groups, conferences, or task forces, and preparing summary documents, briefings, assessments. With no guidance, evaluates functional operation and performance in light of test results and makes recommendations regarding C&A	Bachelors Degree 4 years

Cyber Engineer III	Lead and perform product and device-oriented cyber-security-related activities ranging from incident response to vulnerability assessments to mitigation implementation. Contribute to the understanding of current industry best practices and how they can be applied to the CRM Products. Manage security-related deliverables for regulatory bodies, ensuring compliance with key standards / guidance documents. Initiates actions to apply advanced concepts of cyber engineering and cybersecurity to development and architecture projects. Coordinates effort to develop cybersecurity documentation, concept papers, and test plans required by Command policies and the Risk Management Framework. Analyzes complex information independently and takes appropriate actions, and reviews and implements recommendations from others. Maintains extensive knowledge and understanding of Customer and/or IC engineering efforts, across multiple engineering disciplines. Develops and delivers articulate and effective briefings/presentations on complex cybersecurity engineering topics as applicable to assigned projects to any size audience that may include high-level decision makers. Prioritizes competing requirements and tasks, and manages long-term and short-term obligations. Coordinates effort to develop all cybersecurity documentation, concept papers, and test plans required by Command policies and the Risk Management Framework. Initiates actions to evaluate functional operation and performance in light of test results and makes recommendations regarding C&A. Effectively provides engineering guidance to cybersecurity engineers I and II. May supervise others.	Masters Degree 6 years
Database Administrator I	Communicates effectively and responds to internal emails and inquiries within reasonable timeframes. Collaborate with application developers through software development lifecycle to develop database architectures, coding standards, and quality assurance policies and procedures. Build, maintain, and upgrade database systems of high availability and quality depending on each end user's specialized role. Provides all activities related to the administration of computerized databases. Projects long-range requirements for database administration and design in conjunction with other managers in the information systems function. Designs, creates, and maintains databases in a client/server environment. Conducts quality control and auditing of databases in a client/server environment to ensure accurate and appropriate use of data. Advises users on access to various client/server databases. Designs, implements, and maintains complex databases with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Applies knowledge and experience with database technologies, development methodologies, and front-end (e.g., COGNOS)/back- end programming languages (e.g., SQL). Performs database programming and supports systems design. Includes maintenance of database dictionaries, overall monitoring of standards and procedures, file design and storage, and integration of systems through database design. Experience: Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	Bachelors Degree 2 years
Database Administrator II	Communicates effectively and responds to internal emails and inquiries within reasonable timeframes. Collaborate with application developers through software development lifecycle to develop database architectures, coding standards, and quality assurance policies and procedures. Build, maintain, and upgrade database systems of high availability and quality depending on each end user's specialized role. Provides all activities related to the administration of computerized databases. Projects long-range requirements for database administration and design in conjunction with other managers in the information systems function. Designs, creates, and maintains databases in a client/server environment. Conducts quality control and auditing of databases in a client/server environment to ensure accurate and appropriate use of data. Advises users on access to various client/server databases. Designs, implements, and maintains complex databases with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Applies knowledge and experience with database technologies, development methodologies, and front-end (e.g., COGNOS)/back- end programming languages (e.g., SQL). Performs database programming and supports systems design. Includes maintenance of database dictionaries, overall monitoring of standards and procedures, file design and storage, and integration of systems through database design. Experience: Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments.	Bachelors Degree 4 years

Database Administrator III	Communicates effectively and responds to internal emails and inquiries within reasonable timeframes. Collaborate with application developers through software development lifecycle to develop database architectures, coding standards, and quality assurance policies and procedures. Build, maintain, and upgrade database systems of high availability and quality depending on each end user's specialized role. Provides all activities related to the administration of computerized databases. Projects long-range requirements for database administration and design in conjunction with other managers in the information systems function. Designs, creates, and maintains databases in a client/server environment. Conducts quality control and auditing of databases in a client/server environment to ensure accurate and appropriate use of data. Advises users on access to various client/server databases. Designs, implements, and maintains complex databases with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Applies knowledge and experience with database technologies, development methodologies, and front-end (e.g., COGNOS)/back-end programming languages (e.g., SQL). Performs database programming and supports systems design. Includes maintenance of database dictionaries, overall monitoring of standards and procedures, file design and storage, and integration of systems through database design. Experience: Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	Masters Degree 6 years
Engineer I	Provides analysis related to the design, development, and implementation of hardware for products. Develops test strategies, devices, and systems. Performs stress and performance tests on a variety of computer hardware including circuit boards, processors and wiring. Experience: Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Applies principles of mathematics and science to analyze, research, design, and develop technical products and systems. Engineers create new devices and products and solve technical issues. Engineers incorporate the limitations of cost, safety, and regulations into designs. They continuously research and study new technologies to apply to designs. Contributes to deliverables and performance metrics where applicable.	Associates Degree 2 years
Engineer II	Applies principles of mathematics and science to analyze, research, design, and develop technical products and systems. Engineers create new devices and products and solve technical issues. Engineers incorporate the limitations of cost, safety, and regulations into designs. They continuously research and study new technologies to apply to designs. Provides analysis related to the design, development, and implementation of hardware for products. Develops test strategies, devices, and systems. Performs stress and performance tests on a variety of computer hardware including circuit boards, processors and wiring. Experience: Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments.	Bachelors Degree 4 years
Engineer III	Applies principles of mathematics and science to analyze, research, design, and develop technical products and systems. Engineers create new devices and products and solve technical issues. Engineers incorporate the limitations of cost, safety, and regulations into designs. They continuously research and study new technologies to apply to designs. Provides analysis related to the design, development, and implementation of hardware for products. Develops test strategies, devices, and systems. Performs stress and performance tests on a variety of computer hardware including circuit boards, processors and wiring. Experience: Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	Masters Degree 6 years

Helpdesk I	<p>Communicate project status to internal and external stakeholders. Install and maintain any application software and required supporting software to support employee needs. Responds to and diagnoses problems through discussion with users. Ensures a timely process through which problems are controlled. Includes problem recognition, research, isolation, resolution, and follow-up steps. Supervises operation of helpdesk and serves as focal point for customer concerns. Provides support to end users on a variety of issues. Identifies, researches, and resolves technical problems. Responds to telephone calls, email and personnel requests for technical support. Documents, tracks, and monitors the problem to ensure a timely resolution. Provides second-tier support to end users for either PC, server, or mainframe applications or hardware. Interact with network services, software systems engineering, and/or applications development to restore service and/or identify and correct core problem. Simulates or recreates user problems to resolve operating difficulties. Recommends systems modifications to reduce user problems. Experience: Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.</p>	Associates Degree 1 year
Helpdesk II	<p>Communicate project status to internal and external stakeholders. Install and maintain any application software and required supporting software to support employee needs. Responds to and diagnoses problems through discussion with users. Ensures a timely process through which problems are controlled. Includes problem recognition, research, isolation, resolution, and follow-up steps. Supervises operation of helpdesk and serves as focal point for customer concerns. Provides support to end users on a variety of issues. Identifies, researches, and resolves technical problems. Responds to telephone calls, email and personnel requests for technical support. Documents, tracks, and monitors the problem to ensure a timely resolution. Provides second-tier support to end users for either PC, server, or mainframe applications or hardware. Interact with network services, software systems engineering, and/or applications development to restore service and/or identify and correct core problem. Simulates or recreates user problems to resolve operating difficulties. Recommends systems modifications to reduce user problems. Experience: Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.</p>	Associates Degree 3 years
Helpdesk III	<p>Responds to and diagnoses problems through discussion with users. Ensures a timely process through which problems are controlled. Includes problem recognition, research, isolation, resolution, and follow-up steps. Supervises operation of helpdesk and serves as focal point for customer concerns. Provides support to end users on a variety of issues. Identifies, researches, and resolves technical problems. Responds to telephone calls, email and personnel requests for technical support. Documents, tracks, and monitors the problem to ensure a timely resolution. Resolves internal user problems and ensures correct operation of personal computers. Install, troubleshoots, and repairs computer systems, hardware, and computer peripherals. Provides second-tier support to end users for either PC, server, or mainframe applications or hardware. Interact with network services, software systems engineering, and/or applications development to restore service and/or identify and correct core problem. Simulates or recreates user problems to resolve operating difficulties. Recommends systems modifications to reduce user problems. Experience: Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.</p>	Bachelors Degree 5 years
Helpdesk Manager	<p>Provides overall guidance and management and direction to staff who are responsible for phone in and in person service requests in a government helpdesk facility. Technically, manager will be able to trouble shoot computer based problems at all levels of desk top and network functionality. Managerially this position will be responsible for scheduling, and managing the helpdesk operation staff, ensuring that all reports are filed regarding levels of service provided, and timeliness of service, and for ensuring the fulfillment of all service requests within the timeframes detailed in the project scope of work.</p>	Bachelors Degree 7 years

Information Assurance III	<p>Assists information engineers on application of specialized knowledge to coding, testing, implementation and documentation projects. Understands and uses appropriate tools to analyze, identify and resolve business and or technical problems. Stays current on emerging tools, techniques and technologies. Determines enterprise information assurance and security standards. Develops and implements information assurance/security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends information assurance/security solutions to support customers' requirements. Identifies, reports, and resolves security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Supports customers at the highest levels in the development and implementation of doctrine and policies. Applies know-how to government and commercial common user systems, as well as to dedicated special purpose systems requiring specialized security features and procedures. Performs analysis, design, and development of security features for system architectures. Analyzes and defines security requirements for computer systems which may include mainframes, workstations, and personal computers. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance-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. Ensures that all information systems are functional and secure. Experience: Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.</p>	Masters Degree 6 years
Network Administrator I	<p>Promote the effective, equitable and efficient use of technology to enhance the educational process for all students. Communicate with those who are part of the systems user community and management. Provides technical guidance for directing and monitoring information systems operations. Designs, builds, and implements network systems. Directs compilation of records and reports concerning network operations and maintenance. Troubleshoots network performance issues. Analyzes network traffic and provides capacity planning solutions. Monitors and responds to complex technical control facility hardware and software problems. Interfaces with vendor support service groups to ensure proper escalation during outages or periods of degraded system performance. Manages the purchase, testing, installation, and support of network communications, including LAN/MAN/WAN systems. Performs system-level design and configuration of products including determination of hardware, OS, and other platform specifications. Plans large-scale systems projects through vendor comparison and cost studies. Performs a variety of systems engineering tasks and activities that are broad in nature and are concerned with major systems design, integration, and implementation, including personnel, hardware, software, budgetary, and support facilities and/or equipment. Provides quality assurance review and the evaluation of new and existing software products. Provides assistance and oversight for all information systems operations activities, including computer and telecommunications/communications operations, data entry, data control, LAN/MAN/WAN administration and operations support, operating systems programming, system security policy procedures, and/or web strategy and operations. Provides input to policy level discussions regarding standards and budget constraints. Supervises all personnel engaged in the operation and support of network facilities, including all communications equipment on various platforms in large scale or multi-shift operations. Supervises complex operations that involve two or more additional functions such as, but not limited to, network operations, systems security, systems software support, and production support activities. Monitors and responds to hardware, software, and network problems. Provides the routine testing and analysis of all elements of the network facilities (including power, software, communications machinery, lines, modems, and terminals). Utilizes software and hardware tools and identifies and diagnoses complex problems and factors affecting network performance. Troubleshoots network systems when necessary and makes improvements to the network Experience: Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.</p>	Associates Degree 2 years

Network Administrator II	<p>Assists with the daily administration of a network/server environment. Monitors network performance and performs testing to provide diagnosis of issues and to assist with deployment of solutions. Installs upgrades, patches, and new applications and equipment. Supports and enforces a disaster recovery, security and backup and restore plan. Provides technical guidance for directing and monitoring information systems operations. Designs, builds, and implements network systems. Directs compilation of records and reports concerning network operations and maintenance. Troubleshoots network performance issues. Analyzes network traffic and provides capacity planning solutions. Monitors and responds to complex technical control facility hardware and software problems. Interfaces with vendor support service groups to ensure proper escalation during outages or periods of degraded system performance. Manages the purchase, testing, installation, and support of network communications, including LAN/MAN/WAN systems. Performs system-level design and configuration of products including determination of hardware, OS, and other platform specifications. Plans large-scale systems projects through vendor comparison and cost studies. Performs a variety of systems engineering tasks and activities that are broad in nature and are concerned with major systems design, integration, and implementation, including personnel, hardware, software, budgetary, and support facilities and/or equipment. Provides quality assurance review and the evaluation of new and existing software products. Provides assistance and oversight for all information systems operations activities, including computer and telecommunications/communications operations, data entry, data control, LAN/MAN/WAN administration and operations support, operating systems programming, system security policy procedures, and/or web strategy and operations. Provides input to policy level discussions regarding standards and budget constraints. Supervises all personnel engaged in the operation and support of network facilities, including all communications equipment on various platforms in large scale or multi-shift operations. Supervises complex operations that involve two or more additional functions such as, but not limited to, network operations, systems security, systems software support, and production support activities. Monitors and responds to hardware, software, and network problems. Provides the routine testing and analysis of all elements of the network facilities (including power, software, communications machinery, lines, modems, and terminals). Utilizes software and hardware tools and identifies and diagnoses complex problems and factors affecting network performance. Troubleshoots network systems when necessary and makes improvements to the network. Experience: Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments.</p>	Bachelors Degree 4 years
Network Administrator III	<p>Responsible for daily administration of a network/server environment. Installs, configures, and maintains system software. Monitors network performance, troubleshoots issues and deploys solutions. Plans and implements upgrades, patches, and installation of new applications and equipment. Creates and maintains a disaster recovery, security and back up and restore plan. May assist with evaluating new technologies to optimize network efficiency and performance. Provides technical guidance for directing and monitoring information systems operations. Designs, builds, and implements network systems. Directs compilation of records and reports concerning network operations and maintenance. Troubleshoots network performance issues. Analyzes network traffic and provides capacity planning solutions. Monitors and responds to complex technical control facility hardware and software problems. Interfaces with vendor support service groups to ensure proper escalation during outages or periods of degraded system performance. Manages the purchase, testing, installation, and support of network communications, including LAN/MAN/WAN systems. Performs system-level design and configuration of products including determination of hardware, OS, and other platform specifications. Plans large-scale systems projects through vendor comparison and cost studies. Performs a variety of systems engineering tasks and activities that are broad in nature and are concerned with major systems design, integration, and implementation, including personnel, hardware, software, budgetary, and support facilities and/or equipment. Provides quality assurance review and the evaluation of new and existing software products. Provides assistance and oversight for all information systems operations activities, including computer and telecommunications/communications operations, data entry, data control, LAN/MAN/WAN administration and operations support, operating systems programming, system security policy procedures, and/or web strategy and operations. Provides input to policy level discussions regarding standards and budget constraints. Supervises all personnel engaged in the operation and support of network facilities, including all communications equipment on various platforms in large scale or multi-shift operations. Supervises complex operations that involve two or more additional functions such as, but not</p>	Masters Degree 6 years

	<p>limited to, network operations, systems security, systems software support, and production support activities. Monitors and responds to hardware, software, and network problems. Provides the routine testing and analysis of all elements of the network facilities (including power, software, communications machinery, lines, modems, and terminals). Utilizes software and hardware tools and identifies and diagnoses complex problems and factors affecting network performance. Troubleshoots network systems when necessary and makes improvements to the network. Experience: Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.</p>	
Network Engineer I	<p>Protecting data, software, and hardware by coordinating, planning and implementing network security measures. Hands on experience with Routers, Switches, Firewalls, and Wireless Controllers from market leading vendors like Cisco, Palo Alto, Aruba (HP) and Ruckus. Report and document root cause issue resolution and work with the Senior Network Engineers to determine a permanent fix, or preventative measures. Serve as an experienced source for Network Engineering, Design, and Implementation services for a large and complex network; providing configuration, and maintenance to the network. Experience with Cisco and network device setup and architectures in addition to various firewalls, encryption devices, Cisco, and Juniper products. Provide break/fix incident management support for network outages and move/add/change incidents. Support the operation, maintenance, and modernization of a data converged network. Provide direction, analysis, and recommendations on the optimization of monitoring tools. Identify, document, and report operational risks in the environment. Develop proactive monitoring parameters that allow for resolution of potential issues prior to user impact. Responsible for creating test plans, reports, and implementation plans and disseminate to Tier II personnel. Responsible for maintaining compliance with Information Assurance Vulnerability Management (IAVM) and Security Technical Implementation Guide (STIG) compliance. Provide all of the Operations, Administration, Management, and Provisioning capabilities for all technologies of the DISN using commercial best practices, industry technologies and standards, and international frameworks. Test solutions for deployment in the field, and provide developers the necessary information to perform their functions in the lab.</p>	<p>Associates Degree 2 years</p>
Network Engineer II	<p>Installs, maintains and evaluates network systems and communications. Troubleshoots the network issues with diverse scope. Assists network architecture design, feasibility and cost studies. Must have extensive knowledge of Internet, computer, routers, switches, firewall, etc. Serve as an experienced source for Network Engineering, Design, and Implementation services for a large and complex network; providing configuration, and maintenance to the network. Experience with Cisco and network device setup and architectures in addition to various firewalls, encryption devices, Cisco, and Juniper products. Provide break/fix incident management support for network outages and move/add/change incidents. Support the operation, maintenance, and modernization of a data converged network. Provide direction, analysis, and recommendations on the optimization of monitoring tools. Identify, document, and report operational risks in the environment. Develop proactive monitoring parameters that allow for resolution of potential issues prior to user impact. Responsible for creating test plans, reports, and implementation plans and disseminate to Tier II personnel. Responsible for maintaining compliance with Information Assurance Vulnerability Management (IAVM) and Security Technical Implementation Guide (STIG) compliance. Provide all of the Operations, Administration, Management, and Provisioning capabilities for all technologies of the DISN using commercial best practices, industry technologies and standards, and international frameworks. Test solutions for deployment in the field, and provide developers the necessary information to perform their functions in the lab.</p>	<p>Bachelors Degree 4 years</p>

Network Engineer III	<p>Installs, maintains and evaluates network systems and communications. Troubleshoots the network issues with diverse scope. Assists network architecture design, feasibility and cost studies. Must have extensive knowledge of Internet, computer, routers, switches, firewall, etc. Serve as an experienced source for Network Engineering, Design, and Implementation services for a large and complex network; providing configuration, and maintenance to the network. Experience with Cisco and network device setup and architectures in addition to various firewalls, encryption devices, Cisco, and Juniper products. Provide break/fix incident management support for network outages and move/add/change incidents. Support the operation, maintenance, and modernization of a data converged network. Provide direction, analysis, and recommendations on the optimization of monitoring tools. Identify, document, and report operational risks in the environment. Develop proactive monitoring parameters that allow for resolution of potential issues prior to user impact. Responsible for creating test plans, reports, and implementation plans and disseminate to Tier II personnel. Responsible for maintaining compliance with Information Assurance Vulnerability Management (IAVM) and Security Technical Implementation Guide (STIG) compliance. Provide all of the Operations, Administration, Management, and Provisioning capabilities for all technologies of the DISN using commercial best practices, industry technologies and standards, and international frameworks. Test solutions for deployment in the field and provide developers the necessary information to perform their functions in the lab. May supervise others.</p>	Masters Degree 6 years
Project Manager I	<p>Evaluate and ensure the efficient operation of the project, controlling operational expenses at a minimum level that is consistent with sound maintenance practices and contractual requirements. Respond to RFI's, bid requests and feasibility discussions while leading proposal efforts to confirm scope, budget, and scheduling required to perform the requested services. Defines and creates project plans for project, portfolio, and product prioritization and implementation. Lead project / technical teams in day-to day execution and compliance with prescribed methodology processes, including: project charter development, project initiation and facilitation, project plan development, risk and issues management, quality planning, communications planning, WBS decomposition, project schedule development, change management, configuration management, status reporting, post-project reporting, project transition planning, and project shutdown. Plans and coordinates meetings, conferences and team functions. Produces and maintains all project plans, schedules, correspondence, documents, reports and presentations as required by the implementation team. Evaluates trade-offs between project size and complexity, cost, urgency, risk, and stakeholder value. Partners with business sponsors to define success metrics and criteria. Builds, leads, and coaches multiple project / technical teams throughout project lifecycles. Facilitates all operational checkpoint activities throughout the lifecycle of projects. Assesses and resolves all high priority project risks as they are encountered. Ensures all projects adhere to project methodology compliance standards. Lead project team through structured task estimation process. Monitor and control projects, ensuring appropriate utilization of project resources. Document meeting and coordinate status reports and approvals on deliverables. Participate in preparing and executing the overall project plan. Maintain open communications among project participants and parties. Present weekly status updates in project reviews. Maintain strong focus on customer satisfaction by delivering predictable, repeatable project results.</p>	Bachelors Degree 4 years
Project Manager II	<p>Evaluate and ensure the efficient operation of the project, controlling operational expenses at a minimum level that is consistent with sound maintenance practices and contractual requirements. Respond to RFI's, bid requests and feasibility discussions while leading proposal efforts to confirm scope, budget, and scheduling required to perform the requested services. Serves as the project manager for a large, complex task order (or a group of task orders affecting the same common/standard/migration system) and shall assist the Program Manager in working with the Government Contracting Officer (CO), the task order-level Task Managers (TM), Government management personnel and customer agency representatives. Under the guidance of the Program Manager, responsible for the overall management of the specific task order(s) and insuring that the technical solutions and schedules in the task order are implemented in a timely manner. Performs enterprise wide horizontal integration planning and interfaces to other functional systems, including the development of conceptual systems requirements; systems integration requirements; systems phasing plan; business application consultation; problem tracking/management; and preparation and delivery of presentations. May supervise others.</p>	Bachelors Degree 6 years
Project Manager III	<p>Evaluate and ensure the efficient operation of the project, controlling operational expenses at a minimum level that is consistent with sound maintenance practices and contractual requirements. Respond to RFI's, bid requests and feasibility discussions while leading proposal efforts to</p>	Masters Degree 6 years

	confirm scope, budget, and scheduling required to perform the requested services. Manages and leads a theater staff, and linguists to provide linguists support services to a deployed force as designated under one of the Unified Combatant Commands (COCOM). The Project Manager III executes, directs, and guides, the program and ensures compliance with appropriate policies, procedures, and regulations.	
Applications Systems Analyst I	Ensures that programs can be integrated in the applications systems. Assists in developing and modifying an organization's applications systems by encoding, testing, debugging and documenting programs. Formulates/defines system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for programs. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure application designs meet business requirements. Formulates/defines specifications for complex operating software programming applications or modifies/maintains complex existing applications using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents those programs. Provides overall operating system, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Assists all phases of software systems programming applications. Evaluates new and existing software products. Experience: Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	Bachelors Degree 2 years
Applications Systems Analyst II	Ensures that programs can be integrated in the applications systems. Develops and modifies an organization's applications systems by encoding, testing, debugging and documenting programs. Formulates/defines system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for programs. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure application designs meet business requirements. Formulates/defines specifications for complex operating software programming applications or modifies/maintains complex existing applications using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents those programs. Provides overall operating system, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Assists all phases of software systems programming applications. Evaluates new and existing software products.	Bachelors Degree 4 years
Applications Systems Analyst III	Ensures that programs can be integrated in the applications systems. Develops and modifies an organization's applications systems by encoding, testing, debugging and documenting programs. Formulates/defines system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for programs. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure application designs meet business requirements. Formulates/defines specifications for complex operating software programming applications or modifies/maintains complex existing applications using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents those programs. Provides overall operating system, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Assists all phases of software systems programming applications. Evaluates new and existing software products. May supervise others.	Masters Degree 6 years
Solution Architect I	Possessing in-depth knowledge / subject matter expertise of a particular area, such as business, computer science, engineering, mathematics, or the various sciences. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases. Applies principles, methods and knowledge of the functional area of capability to specific task	Bachelors Degree 4 years

	order requirements, advanced mathematical principles and methods to exceptionally difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at automated solutions. Experience: Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.	
Solution Architect II	Possesses in-depth knowledge/subject matter expertise of a particular area, such as business, computer science, engineering, mathematics, or the various sciences. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements, advanced mathematical principles and methods to exceptionally difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at automated solutions. Experience: Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.	Bachelors Degree 6 years
Solution Architect III	Possesses in-depth knowledge/subject matter expertise of a particular area, such as business, computer science, engineering, mathematics, or the various sciences. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements, advanced mathematical principles and methods to exceptionally difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at automated solutions. Experience: Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	Masters Degree 8 years
Enterprise Architect I	Track and apply innovative and existing technologies, anchoring them in the business model to assess their potential, and use rapid prototyping approaches to evolve innovations. Support the building of other reference architectures that address development issues and gaps through a reference foundation of concepts, components, processes and their relationship for efficient solution development and implementation through repeatable processes. Uses various computer technologies and tools to capture the structure and dynamics of an enterprise. Produces artifacts such as taxonomies, diagrams, documents and models. Independently performs a variety of system design and engineering tasks which are broad in nature and are concerned with the logical organization of business functions, business capabilities, business processes, people, information resources, business systems, software applications, computing capabilities, information exchange and communications infrastructure within the enterprise. Considered a Subject Matter Expert in one or more specific areas of computer system design and networking.	Bachelors Degree 10 years
Enterprise Architect II	Track and apply innovative and existing technologies, anchoring them in the business model to assess their potential, and use rapid prototyping approaches to evolve innovations. Support the building of other reference architectures that address development issues and gaps through a reference foundation of concepts, components, processes and their relationship for efficient solution development and implementation through repeatable processes. Possesses the ability to architect solutions to provide timely update of large databases and assuring high performance across the architecture; works with other team members to improve the business process, information and technology of client organizations; designs, implements and develops Integration solutions for providing state of the art solutions capable of handling high volume transaction rates for real-time processing and delivery; supports enterprise design by in developing enterprise	Bachelors Degree 12 years

	schemas to map data and process flows between systems and solutions. Manages the activities of multiple LVL I enterprise architects. Demonstrates the ability to work independently with minimal supervision.	
Enterprise Architect III	Track and apply innovative and existing technologies, anchoring them in the business model to assess their potential, and use rapid prototyping approaches to evolve innovations. Support the building of other reference architectures that address development issues and gaps through a reference foundation of concepts, components, processes and their relationship for efficient solution development and implementation through repeatable processes. Possesses the ability to architect solutions to provide timely update of large databases and assuring high performance across the architecture; works with other team members to improve the business process, information and technology of client organizations; designs, implements and develops Integration solutions for providing state of the art solutions capable of handling high volume transaction rates for real-time processing and delivery; supports enterprise design by in developing enterprise schemas to map data and process flows between systems and solutions. Manages the activities of multiple LVL I enterprise architects. Demonstrates the ability to work independently with minimal supervision.	Masters Degree 12 years
System Administrator I	Follow change management and patch management policies ensuring successful configurations, patching and upgrades of servers, including proper testing techniques. Implement and maintain global infrastructure, monitoring and controls supporting customer base. Diagnoses and corrects computer and network system issues. Provide technical expertise and guidance in support of the formal testing of new features and/or system enhancements to the OSS. Verify continued system performance and stability before, during and after formal testing. Follow strict testing procedures to ensure integrity of formal testing processes. Identify enhancements and improvements to the OSS systems and/or testing processes to improve efficiency and overall data integrity of the OSS. Maintain OSS test labs to ensure system integrity. Maintain all network and system architecture and design documents in accordance with set Standard Operating Procedures. Provide assistance in the procurement of components and services to support system maintenance, implementation and operation. Evaluate and recommend hardware and protocol alternatives to be used in the customer systems architecture. Support Information Assurance personnel to ensure security architecture, design, and implementation is in accordance with DoD regulation. Coordinate with other SMEs and with clients to evaluate technology needs, recommend improvements, and implement modifications to existing OSS architecture and testing processes. Utilize Remedy ITSM, or similar ticket systems, to track and resolve problems impacting continued system operations and make recommendations for any corrective actions required. Must be able to assist with installation and removal of servers from racks.	Associates Degree 1 year
System Administrator II	Follow change management and patch management policies ensuring successful configurations, patching and upgrades of servers, including proper testing techniques. Implement and maintain global infrastructure, monitoring and controls supporting customer base. Diagnoses and corrects computer and network system issues. Provide technical expertise and guidance in support of the formal testing of new features and/or system enhancements to the OSS. Verify continued system performance and stability before, during and after formal testing. Follow strict testing procedures to ensure integrity of formal testing processes. Identify enhancements and improvements to the OSS systems and/or testing processes to improve efficiency and overall data integrity of the OSS. Maintain OSS test labs to ensure system integrity. Maintain all network and system architecture and design documents in accordance with set Standard Operating Procedures. Provide assistance in the procurement of components and services to support system maintenance, implementation and operation. Evaluate and recommend hardware and protocol alternatives to be used in the customer systems architecture. Support Information Assurance personnel to ensure security architecture, design, and implementation is in accordance with DoD regulation. Coordinate with other SMEs and with clients to evaluate technology needs, recommend improvements, and implement modifications to existing OSS architecture and testing processes. Utilize Remedy ITSM, or similar ticket systems, to track and resolve problems impacting continued system operations and make recommendations for any corrective actions required. Demonstrate ability to deal with Government officials and program office stakeholders diplomatically and effectively. Must be able to assist with installation and removal of servers from racks.	Bachelors Degree 3 years
System Administrator III	Follow change management and patch management policies ensuring successful configurations, patching and upgrades of servers, including proper testing techniques. Implement and maintain global infrastructure, monitoring and controls supporting customer base. Diagnoses and corrects computer and network system issues. Provide technical expertise and guidance in support of the	Bachelors Degree 5 years

	formal testing of new features and/or system enhancements to the OSS. Verify continued system performance and stability before, during and after formal testing. Follow strict testing procedures to ensure integrity of formal testing processes. Identify enhancements and improvements to the OSS systems and/or testing processes to improve efficiency and overall data integrity of the OSS. Maintain OSS test labs to ensure system integrity. Maintain all network and system architecture and design documents in accordance with set Standard Operating Procedures. Provide assistance in the procurement of components and services to support system maintenance, implementation and operation. Evaluate and recommend hardware and protocol alternatives to be used in the customer systems architecture. Support Information Assurance personnel to ensure security architecture, design, and implementation is in accordance with DoD regulation. Coordinate with other SMEs and with clients to evaluate technology needs, recommend improvements, and implement modifications to existing OSS architecture and testing processes. Utilize Remedy ITSM, or similar ticket systems, to track and resolve problems impacting continued system operations and make recommendations for any corrective actions required. Must be able to assist with installation and removal of servers from racks. May supervise others.	
Applications Developer (Journeyman)	Designs, develops, enhances, debugs, and implements software. Troubleshoots production problems related to software applications. Researches, tests, builds, and coordinates the conversion and/or integration of new products based on client requirements. Designs and develops new software products or major enhancements to existing software. Addresses problems of systems integration, compatibility, and multiple platforms. Consults with project teams and end users to identify application requirements. Performs feasibility analysis on potential future projects to management. Assists in the evaluation and recommendation of application software packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements. Acts as team leader on projects. Instructs, assigns, directs, and checks the work of other software developers on development team. Participates in development of software user manuals.	Bachelors Degree 4 years
Information Assurance (Senior)	Determines enterprise information assurance and security standards. Develops and implements information assurance/security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends information assurance/security solutions to support customers' requirements. Identifies, reports, and resolves security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Supports customers at the highest levels in the development and implementation of doctrine and policies. Applies know-how to government and commercial common user systems, as well as to dedicated special purpose systems requiring specialized security features and procedures. Performs analysis, design, and development of security features for system architectures. Analyzes and defines security requirements for computer systems which may include mainframes, workstations, and personal computers. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution.	Bachelors Degree 10 years
Information Assurance/ Security Specialist (Journeyman) L2	Determines enterprise information assurance and security standards. Develops and implements information assurance/security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends information assurance/security solutions to support customers' requirements. Identifies, reports, and resolves security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Supports customers at the highest levels in the development and implementation of doctrine and policies. Applies know-how to government and commercial common user systems, as well as to dedicated special purpose systems requiring specialized security features and procedures. Performs analysis, design, and development of security features for system architectures. Analyzes and defines security requirements for computer systems which may include mainframes, workstations, and personal computers. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution.	Bachelors Degree 4 years
Information Assurance/ Security Specialist (Senior) L2	Determines enterprise information assurance and security standards. Develops and implements information assurance/security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends information assurance/security solutions to support customers' requirements. Identifies, reports, and resolves security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Supports customers at the highest levels in the development and implementation of doctrine and policies. Applies know-how to government and	Bachelors Degree 10 years

	commercial common user systems, as well as to dedicated special purpose systems requiring specialized security features and procedures. Performs analysis, design, and development of security features for system architectures. Analyzes and defines security requirements for computer systems which may include mainframes, workstations, and personal computers. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution.	
Project Support Specialist	Assists team on large projects or significant segment of large complex projects. Analyzes new and complex project related problems and creates innovative solutions involving finance, scheduling, technology, methodology, tools, and solution components. Documents programs and maintains schedules for projects. Prepares long and short-range plans for application selection, systems development, systems maintenance, and production activities and for necessary support resources.	Bachelors Degree 2 years
SME (Journeyman)	Serves as subject matter expert, possessing in-depth knowledge of a particular area, such as business, computer science, engineering, mathematics, or the various sciences. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements, advanced mathematical principles and methods to exceptionally difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at automated solutions	Bachelors Degree 6 years
Subject Matter Expert (Master) L4	Serves as subject matter expert, possessing in-depth knowledge of a particular area, such as business, computer science, engineering, mathematics, or the various sciences. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements, advanced mathematical principles and methods to exceptionally difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at automated solutions	Bachelors Degree 14 years
Subject Matter Expert (Senior) L2	Serves as subject matter expert, possessing in-depth knowledge of a particular area, such as business, computer science, engineering, mathematics, or the various sciences. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements, advanced mathematical principles and methods to exceptionally difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at automated solutions	Bachelors Degree 10 years
Telecommunications Specialist (Senior)	Provides technical direction and engineering knowledge for communications activities including planning, designing, developing, testing, installing and maintaining large communications networks. Ensures that adequate and appropriate planning is provided to direct building architects and planners in building communications spaces and media pathways meet industry standards. Develops, operates, and maintains voice, wireless, video, and data communications systems. Provides complex engineering or analytical tasks and activities associated with one or more technical areas within the communications function.	Bachelors Degree 10 years
Applications Systems Analyst (Journeyman)	Formulates/defines system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for programs. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure application designs meet business requirements. Formulates/defines specifications for complex operating software programming applications or modifies/maintains complex existing applications using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents those programs. Provides overall operating system, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Assists all phases of software systems programming applications. Evaluates new and existing software products.	High School 4 years
Applications Systems Analyst (Master)	Formulates/defines system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of	High School 8 years

	desired results. Prepares detailed specifications for programs. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure application designs meet business requirements. Formulates/defines specifications for complex operating software programming applications or modifies/maintains complex existing applications using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents those programs. Provides overall operating system, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Assists all phases of software systems programming applications. Evaluates new and existing software products.	
Data Entry, Records, & Scanning Support	Organizing files and collecting data to be entered into the computer. Analyzing the data for errors. Reporting problems with the data. Accurately entering information into various computer programs. Keeping sensitive customer or company information confidential.	High School 2 years
Helpdesk Specialist (Entry Level)	Responds to and diagnoses problems through discussion with users. Ensures a timely process through which problems are controlled. Includes problem recognition, research, isolation, resolution, and follow-up steps. Supervises operation of help desk and serves as focal point for customer concerns.	High School 0 years
Software Support for Gate Operations	Addresses problems of systems integration, compatibility, and multiple platforms. Maintains accessibility, configuration, and stability of servers in an enterprise. Responsible for performing maintenance, patching, and backups for servers	High School 6 years
Systems/ Network Administrator/Help Desk Technician	Addresses problems of systems integration, compatibility, and multiple platforms. Maintains accessibility, configuration, and stability of servers in an enterprise. Responsible for performing maintenance, patching, and backups for servers.	High School 6 years

SUBSTITUTIONS

Due to the availability or limitation of education, occasionally substitution of experience as referenced below for a professional labor type with additional years of experience will be provided to the Federal Agency when responding to the IT requirements and it is solely the acquiring agency's determination, if the substitution is considered acceptable prior to an award.

No diploma +2 years equals HS diploma
 HS diploma +2 years equals associates degree
 Associates degree +2 years equals Bachelors degree
 Bachelors degree +2 years equals Masters degree
 Masters degree +3 years equals PhD

(Please note that these substitutions may be combined accordingly)

Service Contract Labor Standards: The Service Contract Labor Standards (SCLS), formerly known as the Service Contract Act (SCA), is applicable to this contract as it applies to the entire Multiple Award Schedule (MAS) and all services provided. While no specific labor categories have been identified as being subject to SCLS/SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CFR 541.300), this contract still maintains the provisions and protections for SCLS/SCA eligible labor categories. If and / or when the contractor adds SCLS/SCA labor categories to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS/SCA matrix identifying the GSA labor category titles, the occupational code, SCLS/SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.