Labor Category Descriptions

Exempt Labor Category	Functional Responsibilities	Minimum Education	Minimum Years of Experience and Required Knowledge
Communications Network Manager	Evaluates communication hardware and software, troubleshoots LAN/MAN/WAN and other network-related problems, and provides technical expertise for performance and configuration of networks. Performs and supervises general voice and data network administration and provides technical leadership in the integration and test of complex large-scale networks. Schedules network conversions and cutovers. Oversees network control center, supervises maintenance of network systems, including PBXs, ACDs, routers, bridges, multiplexers, LAN hubs, and ATM switches. Coordinates with all responsible users and sites. Supervises staff.	Bachelor's Degree	Minimum of five (5) years of experience in all aspects of communication networks planning, installation, and support, including at least three (3) years of experience in the supervision of operations and maintenance activities for voice and data communications networks. Specialized experience also includes protocol analysis and knowledge of LAN and WAN data communications protocols, including but not limited to TCP/IP, ATM, frame relay, X.400, X.500. Experience with bridges, routers, gateways, Fiber Distributed Data Interface (FDDI), and UNIX operating systems. Experience as a CNE or ECNE desirable.
Network Administrator	Performs general LAN/MAN/WAN management. Installs and tests network and computer communications equipment (e.g., switches, modems, controllers, terminals, and multiplexers) using communications hardware and electrical standards. Develops, tests, and installs network and computer communications software, protocol software, application interfaces, transaction processors, and emulators, using and implementing network standards, particularly ISO. Operates computer networks, identifies and solves problems, and performs network restart/recovery.	Associate degree	Minimum of three (3) years of experience analyzing network hardware and software. Requires competence analyzing network characteristics (e.g., traffic, connect time, transmission speeds, packet sizes, and throughput) and recommends procurement, removals, and modifications to network components. Possesses knowledge of network and computer hardware and software.

Network Administrator - Senior	Provides technical leadership in the integration and testing of complex large-scale computer integrated networks. Designs and optimizes network topologies and site configurations. Plans installations, transitions, and cutovers of network components, network operating systems, and capabilities. Oversees network control center. Supervises installation and maintenance of network components. Supervises network support staff. Optimizes network costs and performance, accounting, fault, and security management. Coordinates network requirements with all users and sites.	Bachelor's Degree	Minimum of six (6) years of experience managing local area, metro area, and/or wide area networks. Requires competence acquiring and managing communication hardware and software, and operating, troubleshooting, and maintaining LAN/MAN/WAN and other network-related equipment. Has formal engineering certification by a major network vendor. Possesses knowledge of network and computer hardware and software such as bridges, routers, gateways, and modems and network operating systems.
Database Management Specialist	Evaluates and recommends available DBMS products to support validated user requirements. Defines file organization, indexing methods, and security procedures for specific user applications. Maintains databases on day- to-day basis. May be responsible for backup and recovery operations for servers. Experience managing database clusters and failover and failback procedures. Duties may include collateral responsibility for Extraction, Transformation, and Load (ETL).	Bachelor's Degree	Minimum of three (3) years of experience in the use of database management systems. Requires competence in current DBMS technologies and application design using DBMS languages. Possesses knowledge of products, tools and techniques for database design and development.

Database Manager	Must be capable of managing the development of database projects. Plans and budgets staff and data resources. Supports application developers in planning preparation, load analysis, and back-up and recovery of data. When necessary, reallocates resources to maximize benefits. Prepares and delivers presentations on DBMS concepts. Provides daily supervision and direction to support staff. Monitors performance and evaluates areas to improve efficiency. Experience managing database clusters and failover and failback procedures. Duties may include collateral responsibility for Extraction, Transformation, and Load (ETL).	Bachelor's Degree	Minimum of six (6) years of experience in the development and/or maintenance of database systems, including at least four (4) years of experience with database management systems, system design and analysis, operating systems software, and internal and data manipulation languages.
Field Technician	Provides routine support for customer owned or leased equipment and products. Responsible for moderately complex testing, troubleshooting, installing, calibrating, repairing and modifying computer or electronic equipment and systems. Performs on-site installation, preventive maintenance, routine repair, and calibration of company's products and equipment. Acts as a liaison with the customer on routine technical and service problems. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.	Associate degree	Minimum of two (2) years' experience supporting installation and maintenance of equipment or applications on site.

Field Engineer – Senior	Senior-level professional; able to independently accomplish complex requirements. Advises customer and contractor personnel of company requirements for products and services, support equipment, computer, and electronic equipment installations. Directs, advises and assists in conducting regular, special and integrated systems test programs. Prepares and conducts special reports and presentations pertinent to company products and services. Conducts integrated equipment systems tests. Plans, prepares and conducts on the job training as required. May provide guidance to another field engineers. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.	Bachelor's Degree	Minimum of six (6) years' experience supporting end users for a specific application, product, or equipment.
Installation Technician – Senior	Installs monitors and services more complex systems and equipment at off-site locations or customer sites. Investigates and resolves complex problems. Provides on-going preventive maintenance, repair and calibration services after installation. Resolves most questions and problems and refers only the most complex issues to higher levels. Provides guidance to less experienced installation technicians. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.	Bachelor's Degree	Minimum of six (6) years' experience supporting installation of components or entire systems.

Installation Technician – Lead	This is a working lead position, responsible for providing direction to lower-level installation technicians or may lead a particular function within the operation. The lead may provide input but is not responsible for signing time sheets, appraising performance, hiring or terminations. May function in a "shift supervisor" capacity. Schedules and coordinates daily operations. Schedules and verifies work. Trains technicians in operations procedures and resolves operational problems. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.	Bachelor's Degree	Minimum of four (4) years' experience installing equipment. Progressive level of responsibility including installation team leadership
Help Desk Technician	Answers end-user phone calls. Diagnoses and solves end-user low level problems and issues. Responds to and diagnoses a wide range of problems through discussions with users. This person is the first point of contact for persons contacting the help desk. Maintains call logs, escalates problems to help desk analysts and may be responsible for reporting. Works under general supervision on both routine tasks and non-routine tasks within established parameters. Work impacts the work group directly supported.	Associate degree	Minimum of one (1) years of experience providing phone and in-person support to users in the areas of e-mail directories, standard desktop applications and applications developed by the customer. General knowledge of PC operating systems as well as network and PC applications.

Help Desk Technician - Senior	Answers end-user phone calls. Responds to and diagnoses and solves more complex end-user problems and issues through discussions with users. Assists in collecting help desk metrics and analyzing and identifying problem report trends. Familiar with emergency or disaster recovery procedures that relate to the user support functions. Maintains call logs, escalates problems to help desk analysts and may be responsible for reporting. Provides guidance to less experienced help desk personnel. Works under limited supervision on complex tasks within established procedures.	Associate degree	Minimum of four (4) years of experience providing phone and in-person support to users in the areas of e-mail, directories, standard desktop applications, and applications developed by the customer. Working knowledge of PC operating systems as well as network and PC applications.
Service Desk - Manager	Provides leadership for a group of employees, or manages a substantially large, complex function. Forecasts budgets, employment levels, and performance metrics for project or department. Interfaces with customers on high-level issues. If position requires people management, responsibilities include conducting performance appraisals, participating fully in decisions related to employment, and counseling employees with regard to progressive discipline. May manage through subordinate supervisors or leads. Responsible for the overall activities associated with the help desk or field engineering unit. Ensures that all phases of support are properly coordinated, monitored, logged, tracked and resolved appropriately. Defines service levels, communicates with customers, and works out service agreements. Works with staff to develop service objectives and monitors progress against objectives.	Bachelor's Degree	Minimum of eight (8) years' experience supporting end users including leading customer service teams.

	Responsible for defining policies and procedures. If managing people, supervises and develops field and/or help desk personnel, and assigns them to various tasks. Performs complex responsibilities with considerable latitude. Determines goals and initiatives based on direction of business within the industry. Work impacts organizational success.		
Information Engineer	Must be capable of applying a business-wide set of disciplines for planning, analysis, design, construction, and maintenance of information systems on a business-wide basis or across a major sector of the business. Performs business strategic systems planning, information planning, and analysis. Performs process and data modeling in support of the planning and analysis efforts using both manual and automated tools, such as I-CASE tools. Applies reverse engineering and reengineering disciplines to develop migration strategic and planning documents. Provides technical guidance in software engineering techniques and automated support tools.	Bachelor's Degree	Minimum of four (4) years of experience in engineering, systems analysis, design, and programming, including at least two (2) years of experience in information systems development, functional and data requirements analysis, systems analysis and design, programming, program design, and documentation preparation.

Information Engineer - Senior	Provides advice and guidance regarding the design, development, installation, operation, and maintenance of complex information systems. Must be capable of applying business process improvement practices to modernization projects. Applies, as appropriate, activity and data modeling transaction flow analysis; internal control and risk analysis; modern business methods; and performance measurement techniques. Assists in establishing standards for information systems procedures. Develops and applies organization-wide information models for use in designing and building integrated, shared software and database management systems.	Bachelor's Degree	Minimum of six (6) years of experience in managing the implementation of information engineering projects and experience in systems analysis, design, and programming, including at least five years of experience in information systems development, functional and data requirements analysis, systems analysis and design, programming, program design, and documentation preparation using CASE and IE tools and methods.
Information Engineer Principal	Provides advice and guidance regarding the design, development, installation, operation, and maintenance of complex information systems. Must be capable of applying business process improvement practices to modernization projects. Applies, as appropriate, activity and data modeling transaction flow analysis; internal control and risk analysis; modern business methods; and performance measurement techniques. Assists in establishing standards for information systems procedures. Develops and applies organization-wide information models for use in designing and building integrated, shared software and database management systems.	Bachelor's Degree	Minimum of ten (10) or more years of technical experience providing internal/external consulting services to management and technical staff in solving complex information issues. Requires competence in feasibility studies and cost/benefit analyses, hardware and software evaluation, developing IS standards and methodologies, and business process re-engineering. Possesses knowledge of the state-of-the-art information technology and systems management.

Business Analyst - Junior	Assist senior business analysts in conducting requirements gathering, analysis, and documentation. Participate in meetings with stakeholders to understand business needs and objectives. Assist in the development of business process models and workflow diagrams. Conduct research and analysis to support the identification of business opportunities and improvement areas. Assist in the preparation of project plans, reports, and presentations. Collaborate with cross-functional teams to support project delivery. Provide support in user acceptance testing and quality assurance processes. Assist in the evaluation and documentation of business processes and systems.	Bachelor's Degree or 3-4 years of relevant work experience in a business analyst role or related field can be considered in lieu of a bachelor's degree.	Minimum 1-2 years of relevant experience in a business analyst role or related field. Basic understanding of business analysis techniques and methodologies. Proficiency in gathering and documenting business requirements. Familiarity with process modeling and workflow analysis. Strong analytical and problem-solving skills. Excellent communication and interpersonal skills. Ability to work collaboratively in a team environment. Knowledge of project management principles and practices. Familiarity with relevant software tools and technologies.
Business Analyst	Conduct thorough analysis of business processes, systems, and requirements. Gather, document, and prioritize business requirements from stakeholders. Analyze and document current and future-state business processes. Identify opportunities for process improvement and efficiency gains. Collaborate with stakeholders to define project scope, objectives, and deliverables. Develop business process models, use cases, and functional specifications. Conduct feasibility studies and cost-benefit analyses. Facilitate meetings and workshops to elicit requirements and gather feedback. Provide support in user acceptance testing and quality assurance activities. Act as a liaison between business stakeholders and technical teams.	Bachelor's Degree or master's degree is preferred but not required. 4-6 years of relevant work experience in a business analyst role or related field can be considered in lieu of a bachelor's degree.	Minimum 3-5 years of relevant experience in a business analyst role or related field. Strong knowledge of business analysis methodologies and best practices. Proficiency in eliciting and documenting business requirements. Experience with process modeling and workflow analysis tools. Solid understanding of project management principles and practices. Excellent analytical and problem-solving skills. Strong communication and facilitation abilities. Ability to build relationships and collaborate with stakeholders. Familiarity with software development life cycle (SDLC) processes. Knowledge of relevant industry standards and regulations. Proficiency in relevant software tools and technologies.

Business Analyst - Lead	Lead a team of business analysts and overseeing their work. Provide guidance and mentoring to junior and mid-level business analysts. Manage the end-to-end business analysis process for projects. Collaborate with stakeholders to define project objectives and deliverables. Conduct in-depth analysis of complex business processes and requirements. Develop comprehensive business process models and functional specifications. Lead requirements gathering sessions and workshops. Facilitate stakeholder meetings and managing expectations. Ensure the delivery of high-quality business analysis artifacts. Provide expertise and guidance in process improvement initiatives.	Bachelor's degree or a master's degree is highly desirable. 6-8 years of relevant work experience in a business analyst role or related field, including experience in a leadership or supervisory capacity, can be considered in lieu of a bachelor's degree.	Minimum 5-8 years of relevant experience in a business analyst role or related field, including experience in a leadership or supervisory capacity. Expert knowledge of business analysis methodologies and frameworks. Strong experience in gathering and documenting complex business requirements. Proficiency in advanced process modeling and workflow analysis techniques. Excellent leadership and team management skills. Advanced analytical and problem-solving abilities. Exceptional communication and presentation skills. In-depth understanding of project management principles and practices. Knowledge of relevant industry trends and emerging technologies. Experience with Agile and/or DevOps methodologies. Proficiency in relevant software tools and technologies.
Business Analyst Principal	Provide strategic guidance and leadership in business analysis activities. Act as a subject matter expert in business analysis methodologies and techniques. Collaborate with senior stakeholders to align business objectives and IT strategies. Lead complex and high-impact business analysis projects. Conduct comprehensive analysis of enterprise-wide business processes and systems. Drive process improvement initiatives and identifying optimization opportunities. Develop business cases and conducting cost-benefit analyses. Mentor and coaching business analysts across the organization. Providing thought leadership and staying abreast of industry trends.	Bachelor's degree or master's degree in a relevant field or an MBA is strongly preferred. Additional certifications such as Certified Business Analysis Professional (CBAP) or Project Management Professional (PMP) are highly desirable. 8+ years of relevant work experience in a business analyst role or related field, with extensive experience leading large-scale and enterprise-wide initiatives, can be considered in lieu of a bachelor's degree.	Minimum 8+ years of relevant experience in a business analyst role or related field, with extensive experience leading large-scale and enterprise-wide initiatives. Exceptional expertise in business analysis methodologies and frameworks. Proven track record in gathering and documenting complex business requirements. Advanced knowledge of process modeling and workflow analysis techniques. Strong strategic thinking and problem-solving skills. Outstanding leadership and influencing abilities. Excellent communication and stakeholder management skills. In-depth understanding of project and program management principles. Knowledge of industry-specific regulations and compliance requirements. Proficiency in relevant software tools and emerging technologies.

Data Analyst - Junior	Assists with data loading, Extraction, Transformation, and Load. Assists in the preparation of simple, routine report generation and analysis. Prepares analysis reports. Learns to analyze data sets for trends links, patterns, and anomalies. May serve as a junior database administrator as collateral duty. May include data backup and restore duties.	Bachelor's Degree	Minimum of one (1) year of independent professional work experience, with demonstrated capability to define and carry out major sequences of decision-making tasks. Possesses entry-level technical skills.
Data Analyst	Duties may include data loading, Extraction, Transformation, and Load (ETL). Prepares data reports and analyze trends, links, patterns, and anomalies. May serve as a database administrator as collateral duty. May include preparation of data visualization and analysis presentations to customer. Supports day-to-day project operations and performs assigned tasks that are varied and somewhat difficult in character Instructions are typically broad and general in nature.	Bachelor's Degree	Minimum of three (3) years of independent professional work, including responsibility for performing independent project-level tasks under relatively close supervision and monitoring.
Data Analyst - Lead	Typically serves as lead data analyst; preparing complex data queries; Extraction, Transformation, and Load (ETL); data cleansing; prepare complex data analysis including trends, links, patterns, and an anomaly analysis. Collateral duties may include database administration or training for data analysts. Analytical report preparation may require statistics skills and strong technical writing skills. May include data visualization and analysis report presentation preparation and delivery to customer representatives or working groups.	Bachelor's Degree	Minimum of five (5) years of independent professional work experience, including discharging independent project-level responsibility under general supervision.

Data Analyst - Principal	Typically serves as Subject Matter Expert (SME) and lead data analyst; preparing complex data queries; Extraction, Transformation, and Load (ETL); data cleansing; prepare complex data analysis including trends, links, patterns, and an anomaly analysis. Collateral duties may include database administration or training for data analysts. Analytical report preparation may require statistics skills and strong technical writing skills. May include data visualization and analysis report presentation preparation and delivery to up to customer executive level. Typically serves as principal data analyst, principal systems engineer, principal programmer, principal configuration manager, principal technical write, principal resource planner, or principal database administrator. Performs varied and difficult tasks under minimal supervision, conferring with supervisor on unusual matters. May be assisted by or may supervise more junior personnel. Has some latitude for unsupervised decision and action.	Bachelor's Degree	Minimum of eight (8) years of technical leadership experience, including independent project responsibility plus responsibility for assisting at the decision-making level in major program operations.

Network Engineer / Analyst	Evaluates moderately complex networks and participates in site surveys. Researches and evaluates network technologies and COTS. Develops diagrams of networks. Designs and plans moderately complex network systems and recommends resources required to maintain planned service levels. Participates in implementation and may oversee projects of limited complexity. Conducts feasibility studies and participates in the development of technical standards. Resolves moderately complex network problems. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.	Bachelor's Degree	Minimum of five (5) years' experience analyzing system interface requirements, designing networks to connect servers, workstations, and printers.
Network Engineer / Analyst – Senior	Coordinates work activities for a small group of technical/professional employees, or manages a moderately large, complex function. Determines schedules and provides technical guidance and leadership. If the position requires people management, responsibilities include providing input on performance appraisals and employment decisions. Typically, does not conduct appraisals, or make hiring, disciplinary, or termination decisions. Leads moderately complex network projects or phases of a large project. For example, may lead the requirements analysis phase with the customer, or the network implementation phase. Responsible for meeting deadlines and standards agreed to with management. Performs complex assignments with little guidance. Sets objectives for group with direction from	Bachelor's Degree	Minimum of eight (8) years' experience managing administering, designing, configuring, administering networks.

	management, and ensures that goals are met. Work impacts client relations.		
Network Engineer / Analyst – Principal	Considered an expert in one or more disciplines or systems. Conceptualizes broad requirements of the network system and translates into plans for design, development and implementation. Works with customers at the highest levels to recommend systems solutions. Research new technologies and presents new concepts as a system expert. Resolves highly complex network interoperability problems. Provides high level expertise in writing technical proposals. Evaluates vendor and subcontractor capabilities. Provides guidance and direction in all aspects of major network projects. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.	Bachelor's Degree	Minimum of ten (10) years' experience managing administering, designing, configuring, administering networks. Network engineering expert experienced in mentoring and leading network engineering team

Operations Research Analyst	Must be able to apply appropriate operations research modeling techniques to problems that model input, output, and logical flow in sufficient detail for programming. Monitors the mathematical and programming aspects of a project for adherence to the objectives of the model. Develops models that can utilize simulation. Applies operations research methodology to define and formulate economic analysis and related benefit, cost, and risk studies. Knowledge of principles, theories, procedures, and techniques of cost analysis, including statistical concepts, financial analysis concepts, and cost accounting concepts.	Bachelor's Degree	Minimum of five (5) years of experience in defining and formulating models, including at least three (3) years of experience in operations research related directly to economic analysis, cost modeling, and modeling ADP problems.
Functional Analyst – Junior	Assists with research and data collection. Reviews technical end-user documentation for appropriateness and applicability. Tests systems. Makes recommendations for modifications. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.	Bachelor's Degree	Minimum of two (2) years' experience in processes for collecting and analyzing requirements and developing end user documentation.
Functional Analyst	Works with users to determine requirements which may include Business Process Re-Engineering. Executes data collection and research phases of projects. Tests systems. Participates in developing end-user documentation. Works with project teams during planning phase to provide subject matter expertise. Trains end-users when system is implemented. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.	Bachelor's Degree	Minimum of four (4) years' experience collecting and analyzing requirements including business process analysis. Experience developing and executing test plans. Experience preparing user guides and training materials and providing training on developed processes and systems.

Functional Analyst – Senior	Senior-level professional; able to independently accomplish complex requirements which may include Business Process Re-Engineering. Provides consultation to customer to describe project phases and proposed system capabilities. Works with users to determine requirements. Participates in system design, test, documentation, and implementation phases. Leads phases of projects as appropriate. Provides on- going consultative support to the customer. Assists marketing efforts for follow-on tasking. Provides support to proposal efforts. Provides guidance to less experienced Functional Analysts. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.	Bachelor's Degree	Minimum of six (6) years' experience collecting and analyzing requirements including business process analysis. Experience developing and executing test plans. Experience preparing user guides and training materials and providing training on developed processes and systems.
Functional Analyst – Principal	Considered an expert in one or more disciplines or systems which may include Business Process Re-Engineering. Provides highest level of consulting support to projects to lend expertise. Consults with all levels of customers and company management. Conducts independent research and makes design recommendations. Leads phases of projects as appropriate. Provides on-going consultative support to the customer. Assists marketing efforts for follow-on tasking and identifies possible new opportunities. Leads development of sections of proposals as appropriate. Provides guidance to less experienced Functional Analysts. Performs highly complex responsibilities with	Bachelor's Degree	Minimum of eight (8) years' experience collecting and analyzing requirements including business process analysis. Experience developing and executing test plans. Experience preparing user guides and training materials and providing training on developed processes and systems.

	considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.		
Program Control Analyst – Junior	Gathers data and maintains spreadsheets and databases. Produces reports. Assists in analyzing data and making recommendations to program management. Reviews contractual requirements and assists in defining program requirements. Monitors progress on schedules and requirements. Works under supervision within established parameters, but independent judgment is used. Impact of work is limited to the work group directly supported.	Associate's Degree	Minimum of one (1) years' experience assisting with program or project schedules, budgets, metrics collection.

Program Control Analyst	Develops plans, schedules and budgets to meet contractual requirements for a portion of a program. Conducts program plan studies and makes recommendations to program management. Reviews contractual requirements and participates in defining program requirements. Interfaces with customers, vendors, and internal departments to coordinate deliverables, budgets and schedules. Maintains systems to track and report on project status. Makes recommendations to management on changes as appropriate. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.	Bachelor's Degree	Minimum of four (4) years of general experience, including at least two (2) years of specialized experience.
Program Control Analyst – Senior	Senior-level professional; able to independently accomplish complex requirements. Develops plans, schedules and budgets to meet contractual requirements for a large portion of a program. Establishes complex program plans and conducts in-depth research to define program requirements. Interfaces with all levels of the customer, vendors and internal departments to coordinate deliverables, budgets and schedules. Develops new methods for tracking and reporting program status statistics. Makes recommendations to management on changes as appropriate. Assists with proposals efforts. Provides guidance to less experienced Program Control Analysts. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.	Bachelor's Degree	Minimum of six (6) years' experience developing plans, schedules and budgets.

Program Manager - Junior	Work closely with senior program managers, program technical leads, and government leaders to proactively manage costs, schedules, risks, actions items, and meeting coordination /documentation for current and future/new requirements. Support the development, review, refinement, and execution of a new product/capability governance process from inception to transition into baseline. Provide program management support activities for deployment of key capabilities. Support the creation and maintenance of project management plans. Perform analyses in support of schedule maintenance, monitoring, and optimization. Coordinate, document, and manage action item management/follow-up on a weekly basis for Integrated Project Team meetings, client leadership updates, and vendor project team meetings. Support client leads in management of project schedules, briefing slides, budgets, and risk elements. Support, monitor, review, and coordinate schedule, risk, quality, process, audit, contract, CDRL, compliance, and action items. Integrate schedule, cost, and resource monitoring efforts. Monitor, collect, analyze, and prepare Risks and Issues with mitigation plans as well as opportunities. Support Lessons Learned coordination, collection, analysis, and briefing support.	Bachelor's Degree	Minimum of two (2) years' experience assisting with program or project schedules, budgets, metrics collection. **No PMP Required.**

Program Manager – Deputy	In the Program Manager's Absence provides leadership for a group of employees. Manages daily operations to ensure schedules are met and deliverables meet quality standards. Interfaces with the customer on issues and business development opportunities. Conducts performance appraisals and participates fully in decisions related to employment. Counsel employees with regard to progressive discipline. Depending on how the program is structured, this individual may have primary responsibility for one or more of the above management functions. Assist in the management of a large, complex program, or several smaller complex programs. Monitors program objectives, budgets and schedules. Collects information for the Project Authorization form. Provides guidance to staff to ensure completion of tasking on time and within budget. Monitors the quality of deliverables. Contributes to the client relationship and pursues follow-on business opportunities. Supports proposal and marketing efforts. Performs complex responsibilities with considerable latitude. Interprets management initiatives and sets goals and objectives for program. Work impacts organizational success.	Bachelor's Degree	Minimum of six (6) years' experience providing program management support including task leadership or contract management. **PMP Required.**

Program Manager	Provides leadership for a group of employees. Manages daily operations to ensure schedules are met and deliverables meet quality standards. Interfaces with the customer on issues and business development opportunities. Conducts performance appraisals and participates fully in decisions related to employment. Counsel employees with regard to progressive discipline. Responsible for managing a program of moderate size and complexity, or several smaller programs. Develops and monitors program objectives, budgets and schedules. Maintains the Project Authorization form and is responsible for all technical, contractual, administrative and financial aspects of the program. Directs staff to ensure completion of tasking on time and within budget. Has ultimate responsibility for the quality of deliverables. Maintains the client relationship and pursues follow-on business opportunities. Supports proposal and marketing efforts. Performs complex responsibilities with considerable latitude. Interprets management initiatives and sets goals and objectives for program. Work impacts organizational success.	Bachelor's Degree	Minimum of ten (10) years' experience with progressively increased levels of responsibility leading a complex project or a portfolio of projects.

PMP Required. |

Program Manager – Senior	Provides leadership for a group of employees. Forecasts budgets, employment levels, and performance metrics for project(s). Interfaces with the customer on high-level issues and business development opportunities. Conducts performance appraisals and participates fully in decisions related to employment. Counsel employees with regard to progressive discipline. May manage through subordinate supervisors or leads. Responsible for managing a large, complex program, or several smaller complex programs. Develops and monitors program objectives, budgets and schedules. Maintains the Project Authorization form and is responsible for all technical, contractual, administrative and financial aspects of the program. Directs staff to ensure completion of tasking on time and within budget. Has ultimate responsibility for the quality of deliverables. Maintains the client relationship and pursues follow-on business opportunities. Supports proposal and marketing efforts. Performs complex responsibilities with considerable latitude. Determines goals and initiatives based on direction of business within the industry. Responsible for profit/loss of group. Work impacts organizational success.	Bachelor's Degree	Minimum of fifteen (15) years of progressively increasing responsibility including technical work, technical leadership, task leadership, contract management, and consultation to the customer. **PMP Required.**

Project Manager	Provides leadership for a group of employees. Manages daily operations to ensure schedules are met and deliverables meet quality standards. Interfaces with the customer on issues and business development opportunities. Conducts performance appraisals and participates fully in decisions related to employment. Counsel employees with regard to progressive discipline. Responsible for managing a project of moderate size and complexity or several small projects. Scope includes responsibility for contractual, financial, administrative and technical project requirements. Directs the work of employees to ensure that project milestones are met on time and within budget. Develops plan for work efforts and assigns staff members. Tracks performance against quality standards. Develops objectives and presents them to management for review and approval. Provides input to the Project Authorization form. May be primary point of contact with the customer. Briefs customer and management on status and budget. Performs moderately complex responsibilities with general oversight. Reviews Statement of Work and develops objectives with management guidance. Work impacts project and client relations.	Bachelor's Degree	Minimum of eight (8) years of progressively increasing experience including technical work, technical lead, and task lead.

Task – Lead	Coordinates work activities for a small group of technical/professional employees, or manages a moderately large, complex function. Determines schedules and provides technical guidance and leadership. If the position requires people management, responsibilities include providing input on performance appraisals and employment decisions. Typically, does not conduct appraisals, or make hiring, disciplinary, or termination decisions. Leads moderately complex tasks or phases of larger tasks. Work teams may be cross-functional. Meets with customers to provide project status and schedules. Responsible for meeting deadlines and standards agreed to with management. Performs complex assignments with little guidance. Sets objectives for group with direction from management, and ensures that goals are met. Work impacts client relations.	Bachelor's Degree	Minimum of five (5) years' experience performing technical tasks including leading a team of technical staff.

Programmer / Analyst	Develops moderately complex computer programs and associated documentation. Formulates system scope through research and fact finding. Analyzes program specifications to assure accuracy, completeness and conformance to standards. Analyzes applications software to resolve moderately complex problems. Determines efficient methods to code program changes and implements. Creates test data to verify program accuracy. Debugs moderately complex programs and develops corrections by altering the sequence of operations. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.	Bachelor's Degree	Minimum of five (5) years' experience developing requirements, coding to those requirements, maintaining and testing code.
Programmer / Analyst – Senior	Senior-level professional; able to independently accomplish complex requirements. Develops complex computer programs and associated documentation. Formulates system scope through research and fact finding. Analyzes program specifications to assure accuracy, completeness and conformance to standards. Analyzes applications software to resolve moderately complex problems. Determines efficient methods to code program changes and implements. Creates test data to verify program accuracy. Debugs complex programs and develops corrections by altering the sequence of operations. Presents studies and briefings to customers. Participates in preparation of technical proposals. Provides guidance to	Bachelor's Degree	Minimum of eight (8) years' experience analyzing and translating requirements. Developed, tested, integrated code into functional applications.

	other programmer/analysts. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.		
Applications Programmer	Analyzes functional business applications and design specifications for functional areas such as finance, accounting, personnel, manpower, logistics, and contracts. Develops block diagrams and logic flowcharts. Translates detailed design into computer software, tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including both program-level and user-level documentation. Enhances software to reduce operating time or improve efficiency and may provide technical direction to others as required to ensure program deadlines are met.	Bachelor's Degree	Minimum of five (5) years of experience in information systems design, including three (3) as an application programmer on large-scale DBMSs, knowledge of computer equipment, and ability to develop complex software to satisfy design objectives.

Applications Programmer- Senior	Develops block diagrams and logic flow charts and translates detailed design into computer software. Leads the testing, debugging, refining of computer software to produce the required product, and prepares program-level and user-level documentation. Analyses coding problems, suggests improvements to procedures, reviews existing programs, and assists in making refinements that reduces operating time and improves current techniques. Supervises software configuration management. May provide technical direction to programmers to ensure program deadlines are met.	Bachelor's Degree	Minimum of eight (8) years of technical experience as an applications programmer. Possesses detailed knowledge of software design and attendant problems. In-depth experience in the analysis and design of system applications, possesses knowledge of system and database management concepts. Is expert in one or more programming languages.
Quality Assurance Specialist - Senior	Provides technical and administrative review of work processes, procedures and products to ensure adherence to design standards and specifications, to detect and correct errors and problems, and to relate progress to schedules. Works with programmers and engineers to eliminate problems. Collects and analyzes metrics and prepares status reports, problem notification reports and problem resolution reports.	Bachelor's Degree	Minimum of six (6) years of general experience in the analysis and design of computer systems or software development, including at least four (4) years specialized quality assurance/control experience. working experience with systems and/or software standards, configuration control and documentation management, requirements analysis, problem solving, troubleshooting, and/or the use of metrics and testing.

| Security Administrator | Manages a moderately large, complex function, and/or coordinates work activities for a small group of professional employees. If the position requires people management, responsibilities include determining schedules and providing leadership and guidance within field of discipline. Provides input on performance appraisals and employment decisions but typically does not conduct appraisals, or make hiring, disciplinary, or termination decisions. Leads moderately complex security administration projects or phases of a large project. For example, may lead implementation of a new security administration program or procedure. Responsible for meeting deadlines and standards agreed to with management. Performs complex assignments with little guidance. Sets objectives for group with direction from management and ensures that goals are met. Work impacts project schedules and internal customer relations. | Bachelor's Degree | Minimum of four (4) years' experience managing information systems security including patching, scanning, security control deficiency remediation, security documentation preparation. |

Security Administrator – Senior	Senior-level professional; able to independently accomplish complex requirements. Analyzes, plans and administers the security program in accordance with company policies. Plans and implements special security projects. Develops and conducts security briefings. Interfaces regularly with government officials on security projects and investigations. Administers the DoD Personnel Security Program. Coordinates and interfaces with various government agencies, managers and employees in preparing the required forms for submittal. Provides guidance to less experienced security administrators. Recommends changes to security policies and procedures. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts contract or department.	Bachelor's Degree	Minimum of six (6) years' experience managing information systems security including certifications and accreditation, security control deficiency remediation, security and test plan development and execution.
Systems Administrator	Schedules and performs software installations and upgrades and maintains them in accordance with established IS policies, procedures, and SLAs. Ensures data/media recovery by implementing a schedule of system backups and database archive operations. Supports media management through internal methods and procedures or through offsite storage and retrieval services. Resolves moderately complex systems problems. Analyzes and enhances data security controls. Tests Disaster Recovery Plan and recommends changes. Educates end-users on computer security and disaster recovery issues. Works under minimal supervision and independently performs duties of moderate	Bachelor's Degree	Minimum of five (5) years' experience monitoring, tuning, configuring, patching, backing up servers, desktops, and laptops.

	complexity. Work impacts performance on the contract.		
Systems Administrator – Senior	Senior-level professional; able to independently accomplish complex requirements. Works with management to define appropriate standards, policies, procedures, software tool sets, and supporting peripherals to facilitate the management, accountability, functionality, and security of systems. Monitors system resource use. Provides ongoing trend analysis for determining current needs and future resource requirements. Provides recommendations to management on system upgrades, vendor products and system enhancements. Researches, recommends and implements changes to enhance system security. Develops, tests and implements Disaster Recovery Plan. Provides guidance and direction to other systems administrators. Performs complex assignments with little guidance. Has latitude in	Bachelor's Degree	Minimum of six years (6) years' experience monitoring, integrating, configuring, backing up servers, workstations, and laptops.

	completing broad objectives. Work impacts client relations.		
Technical Analyst – Senior	Senior-level professional; able to independently accomplish complex requirements. Authorizes changes to product or system configuration. Provides guidance in developing corresponding documentation. Determines ways to increase response time to configuration changes. Performs research and analysis of complex operations research issues. Presents recommendations to management and customers. Develops quality assurance standards and inspection procedures. Interfaces with all levels of customer and vendor organizations to resolve complex quality assurance issues. Leads quality audit activities. Provides guidance to less experienced Technical Analysts. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.	Bachelor's Degree	Minimum of four (4) years of experience.

Systems Analyst	Analyzes user interfaces, workload and computer usage, outside system interfaces, downtimes, system modifications, upgrades, and information to be processed. Defines problems and develops system requirements.	Bachelor's Degree	Minimum of three (3) years of technical experience analyzing and supporting the design of computer systems.
Systems Analyst – Senior	Senior-level professional; able to independently accomplish complex requirements. Develops and evaluates new or existing complex systems. Consults with and advises users concerning efficient methods of automating processes. Works with users to define requirements and presents recommendations to automate processes to management. Provides user training for projects when appropriate. Maintains working knowledge of high-level languages, database techniques, system productivity tools, programming techniques and software standards. Participates in implementation and may oversee complex projects. Presents studies and briefings to customers. Participates in preparation of technical proposals. Provides guidance to other systems analysts. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.	Bachelor's Degree	Minimum of six (6) years' experience collecting and analyzing requirements, developing design specifications, requirements traceability matrices, and developing design and test plans.

Systems Analyst – Principal	Considered an expert in one or more disciplines or systems. Conceptualizes broad requirements of a system and translates it into plans for design, development and implementation. Works with customers at the highest levels to recommend systems solutions. Research new technologies and presents new concepts as a system expert. Resolves highly complex systems problems. Provides high level expertise in writing technical proposals. Provides guidance and direction in all aspects of major systems analysis projects. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.	Bachelor's Degree	Minimum of eight (8) years' experience collecting and analyzing requirements, developing design specifications, requirements traceability matrices, and developing design and test plans.
Systems Engineer - Junior	Work with internal team members to perform requirements analysis and evaluate alternatives including cost, risk, and supportability to ensure the systems are functional, secure, and scalable. The systems and networks developed will be used to collect and process data and improve the SOC security infrastructure. Will work under the direction of senior staff Maintain existing infrastructure and applications, plan and install new hardware/ software, assist with ATO compliance, help ensure the integrity and security of enterprise- wide cyber systems and networks.	Bachelor's Degree	Minimum of two (2) years of experience with collecting and analyzing requirements, developing design specifications, requirements traceability matrices, developing design, test plans and Direct Customer Engagement / Support. Basic understanding of systems engineering, software engineering, and cyber security engineering concepts plans.

Systems Engineer	Assesses moderately complex problems and investigates, develops, appraises, selects, and presents solutions. Involved in specifications development, implementation, testing and documenting engineering systems and equipment. Verifies technical designs to ensure cost effectiveness. Responsible for researching, planning and overseeing the implementation of moderately complex systems level design concepts and equipment to include interfacing. Supports marketing and proposal efforts. Works under minimal supervision and independently performs duties of moderate complexity. Work impacts performance on the contract.	Bachelor's Degree	Minimum of seven (7) years' experience collecting and analyzing requirements, developing design specifications, requirements traceability matrices, and developing design and test plans.

Systems Engineer – Senior	Senior-level professional; able to independently accomplish complex requirements. Evaluates problems of workflows, organization, and planning and develops enterprise-wide or large-scale computer system solutions. Assesses complex issues and investigates, develops, appraises, selects, and presents solutions. Initiates concept development and trade- off studies. Interfaces extensively with customer representatives, employees, and managers. Devises appropriate tests to use in evaluating, debugging and checking of equipment and systems for accurate and dependable conformance to specifications. Responsible for researching, planning and overseeing the implementation of complex systems level design concepts and equipment to include interfacing. Provides guidance to less experienced systems engineers. Supports marketing and proposal efforts. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.	Bachelor's Degree	Minimum of ten (10) years' experience collecting and analyzing requirements, developing design specifications, requirements traceability matrices, an d developing design and test plans.

Systems Engineer – Principal	Considered an expert in one or more disciplines or systems. Conceptualizes broad requirements of system and translates into plans for design, development, and implementation. Consults with customers at the highest levels to recommend systems solutions. Research new technologies and presents new concepts as a systems expert. Has full technical knowledge of all phases of systems design. Resolves highly complex systems problems. Provides high level expertise in writing technical proposals. Provides guidance and direction in all aspects of major projects. Supports marketing and proposal efforts. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.	Bachelor's Degree	Minimum of fifteen (15) years' experience collecting and analyzing requirements, developing design specifications, requirements traceability matrices, and developing design and test plans.
Software Engineer – Junior	Junior-level professional; A willingness and desire to learn new technologies or languages quickly is a must. Coordinates software system installations and monitors equipment functioning to ensure specifications are met. Designs, develops, documents, tests and debugs applications software and systems that contain logical and mathematical solutions. Confers with systems analysts, engineers, programmers and others to design system and to obtain information on project limitations and capabilities, performance requirements and interfaces.	Bachelor's Degree	Minimum of two (2) years' experience designing, developing, testing, and maintaining software applications and systems code.

Software Engineer	Demonstrated ability to program in modern languages using object-oriented development. Ability to independently seek out and learn new open-source technologies able to independently accomplish complex requirements. Formulates/defines specifications for complex software programming applications of modifies/maintains complex existing applications using engineering releases and utilities from the manufacturer. May be responsible for applications dealing with the overall operating system, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting and advanced mathematical/scientific software packages. Performs activities such as operating system architecture integration and software design to selection	Bachelor's Degree	Minimum of five (5) years' experience designing, developing, testing, and maintaining software applications and systems code.
Software Engineer – Senior	Senior-level professional; able to independently accomplish complex requirements. Formulates/defines specifications for complex software programming applications of modifies/maintains complex existing applications using engineering releases and utilities from the manufacturer. May be responsible for applications dealing with the overall operating system, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting and advanced mathematical/scientific software packages. Performs activities such as operating system architecture integration and software design to selection	Bachelor's Degree	Minimum of eight (8) years' experience designing, developing, testing, and maintaining software applications and systems code.

	of computer systems, languages and/or equipment. Participates in preparation of technical proposals. Provides guidance to other software engineers. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.		
Software Engineer – Principal	Considered an expert in one or more disciplines or systems. Conceptualizes broad requirements of software and translates into plans for design, development and implementation. Works with customers at the highest levels to recommend systems solutions. Research new technologies and presents new concepts as a system expert. Has full technical knowledge of all phases of software programming applications. Resolves highly complex software problems. Provides high level expertise in writing technical proposals. Provides guidance and direction in all aspects of major projects. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.	Bachelor's Degree	Minimum of eleven (11) years' experience designing, developing, testing, and deploying application and systems software.

Software/Integration Analyst - Senior	Must be knowledgeable in implementing computer systems in a phased approach of requirements analysis and conceptual design, site survey, system design review, installation, integration, and testing. Must be knowledgeable in performing requirements analysis for a wide range of users in areas, including Electronic Data Interchange (EDI), office automation, web browser design and development, management information systems, weapons systems, and/or finance and accounting systems. Must be able to present system designs for user approval at formal reviews and capable of performing configuration management, integrating software, interpreting software test results, and recommending solutions for unsatisfactory test results. Must be knowledgeable in lifecycle support, including maintenance, administration, and management.	Bachelor's Degree	Minimum of eight (8) years of progressive working experience designing, developing, testing, and deploying application and systems software, including at least five (5) years of experience as a computer systems analyst.

Software/User Interface Dev	Responsible for designing and implementing the user interface of software applications. They collaborate closely with designers and stakeholders to create visually appealing and user-friendly interface designs. The UI Developer translates these designs into code using front-end technologies such as HTML, CSS, and JavaScript, ensuring cross-browser compatibility and responsiveness. User interaction is a key focus, as they strive to create smooth and intuitive experiences within the software application. Additionally, they are responsible for adhering to accessibility standards, ensuring the UI is usable by individuals with disabilities. Throughout the development process, UI Developers work closely with back-end developers and designers to integrate the front-end seamlessly with the back-end systems. They conduct usability testing to gather feedback, identify and resolve UI-related bugs, and optimize the UI's performance for a better user experience.	Bachelor's Degree	Minimum of two (2) years of experience in front-end development, UI design, or related roles. Proficient in front-end technologies, including HTML, CSS, and JavaScript. Knowledge of modern front-end frameworks and libraries like React, Angular, or Vue.js is highly beneficial. They should also be familiar with design tools such as Adobe XD, Sketch, Figma, or similar software to collaborate with designers and work on UI mockups. Understanding responsive design principles and ensuring cross-browser compatibility is essential. Knowledge of version control systems like Git and testing/debugging tools is crucial for effective code management and bug resolution. Familiarity with user-centered design principles and accessibility guidelines, such as WCAG, ensures the creation of user-friendly and inclusive interfaces. Strong communication and teamwork skills further facilitate collaboration with designers, developers, and other stakeholders.
Systems Architect	Develops system architecture. Assesses system requirements and specifications and translates the requirements into functional architecture. Identifies potential problem areas that could degrade system performance and recommends workable, practical solutions in a calculated manner to minimize program impact. Adjusts the architecture as necessary to meet changing program needs.	Bachelor's Degree	Minimum of eight (8) years of general system engineering design, including at least one (1) year of technical experience developing systems architecture. Possesses superior knowledge of best system development practices, can analyze and assess the functional requirements and system specifications while translating the components into a comprehensive system architecture.

Systems Architect - Senior	Develops system architecture. Must have experience in designing complex systems and producing formal implementation plans. Acts as systems architect/team leader in multi-engineer teams, working on networking and communications projects. Assumes primary responsibility for system design and implementation; consults with clients to determine needs and meets with clients on an on-going basis throughout system development. Assesses system requirements and specifications and translates the requirements into functional architecture. Identifies potential problem areas that could degrade system performance and recommends workable, practical solutions in a calculated manner to minimize program impact and lower operating costs. Adjusts the architecture as necessary to meet changing program needs. Performs task analyses to determine resources needed and supervises systems, network and communications engineers and other personnel participating on the systems team. Integrates advanced network/cloud technologies. Supervises members of the architecture team and chairs or facilitates meetings and panels to discuss concerns about the system under development. Prepares briefings and technical reports for the system program manager and has the ability to explain complex problems in simple terms. Works closely with the Project Manager and shares major responsibility in managing the systems team and scheduling assignments. May act as the sole Project Manager, as needed.	Bachelor's Degree	Ten (10) years of complex system engineering design experience, including five (5) years technical experience developing systems architecture. Possesses superior knowledge of best system development practices and can analyze and assess the functional requirements and system specifications to translate them into a comprehensive system architecture.

Systems Consultant	Technical expert responsible for determining the type of systems that best fit an organization. Models and understands key business processes within an organization and the impact technology may have on these business processes. Works to build a coalition within the organization that will formulate the architecture and manage the architectural development process/project. Actively monitors changes in critical business processes. Provides guidance to others. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.	Bachelor's Degree	Minimum of eight (8) years' experience with demonstrated subject matter expertise. Strong verbal and written communicator with extensive experience analyzing problem areas and proposing technical solutions through technical documentation.
Systems Consultant – Senior	Top level technical expert responsible for determining the type of systems that best fit an organization. Models and understands key business processes within an organization and the impact technology may have on these business processes. Works to build a coalition within the organization that will formulate the architecture and manage the architectural development process/project. Actively monitors changes in critical business processes. Provides guidance to others. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.	Master's Degree	Minimum of ten (10) years' experience with increasing technical experience and complexity. Experienced in business process engineering, requirements analysis, systems design including enterprise level systems architecture design.

Subject Matter Expert - Senior	Develops requirements from a project's inception to conclusion in the subject matter area, for simple to moderately complex systems. Assists other staff with analysis, evaluation and the preparation of recommendations for systems improvements, optimization, development, and/or maintenance efforts in any of the following specialties: Information Systems Architecture, Networking; Telecommunications, Automation, Communications Protocols, email, internet (web technologies), risk management/electronic analysis, software, lifecycle management, software development methodologies, modeling and simulation, graphics processing and data warehousing.	Bachelor's Degree	Minimum of six (6) years of experience, including at least four (4) years of combined new and related technical experience directly related to the required area of expertise.
Subject Matter Expert - Principal	Defines the problems and analyzes and develops plans and requirements in the subject matter area for moderately complex to complex systems. Coordinates and manages the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems specifications in any of the following specialties: Information Systems Architecture, Networking; Telecommunications, Automation, Communications Protocols, email, internet (web technologies), risk management/electronic analysis, software, lifecycle management, software development methodologies, modeling and simulation, graphics processing and data warehousing.	Bachelor's Degree	Minimum of ten (10) years of experience, including at least six (6) years of combined new and related older technical experience related to the required area of expertise.

| Systems Security – Manager | Provides technical leadership for a group of employees, or manages a substantially large, complex function. Forecasts budgets, employment levels, and performance metrics for project(s). Interfaces with the customer on high-level issues and business development opportunities. If the position requires people management, responsibilities include conducting performance appraisals, participating fully in decisions related to employment, and counseling employees with regard to progressive discipline. May manage through subordinate supervisors or leads. Responsible for the management of a secure systems function or contract. If responsible for people management, directs secure systems analysts and/or engineers to ensure progress according to technical objectives. Develops project objectives and timelines in consultation with the customer. Research available technology and cost constraints to develop recommendations to senior management and customer management. Has ultimate responsibility for completing projects on time and within budget. Performs complex responsibilities with considerable latitude. Determines goals and initiatives based on direction of business within the industry. Responsible for profit/loss of group. Work impacts organizational success. | Bachelor's Degree | Minimum of ten (10) years' experience of increasing levels of responsibility managing information systems security including certifications and accreditation, security control deficiency remediation, security and test plan development and execution, and leading a team of systems security engineers |

Systems Security Analyst – Senior	Senior-level professional; able to independently accomplish complex requirements. Analyzes and defines security requirements for system security needs, multilevel security (MLS), encryption, authentication, public key and certificates. Interfaces with client to determine technical information about the client's mission, goals, existing security products, and on-going programs in the security arena. Installs, analyzes, evaluates and maintains complex secure operating system and secure application software. Diagnoses secure systems failures and identifies and implements corrective actions. Supports proposal and marketing efforts. Provides guidance to less experienced secure systems analysts. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.	Bachelor's Degree	Minimum of eight (8) years' experience analyzing systems security, scanning and remediating deficiencies, documenting security plans and remediation actions

Systems Security Analyst – Principal	Considered an expert in one or more disciplines or systems. Consults with the customer to define requirements for complex secure systems. Provides technical expertise across projects with regard to secure systems analysis issues and solutions. Guides design and implementation teams in the appropriate technology and methods. Diagnoses the most complex secure systems failures and identifies and implements corrective actions. Called upon as a secure systems analysis expert in developing technical responses to RFP's. Presents to existing and potential clients about secure systems industry trends. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.	Bachelor's Degree	Minimum of ten (10) years' experience managing information systems security including certifications and accreditation, security control deficiency remediation, security and test plan development and execution. Subject matter expert level of expertise in systems security processes and execution.
Systems Security Architect - Senior	Subject Matter Expert on hardware and software security components included in the design, configuration, installation, and operations and maintenance of IT systems. Emphasis is on the design of systems architecture including integration of components to ensure systems security. SME expertise in the implementation and monitoring of security controls associated with IT systems software and hardware. Expertise includes hands on configuration of network and servers to ensure compliance as well as the process for Certification and Accreditation of systems. SSAs assume leadership roles in developing, implementing, and maintaining enterprise- wide information security capabilities. SSAs	Bachelor's Degree	Minimum of eight (8) years' experience in Systems Security field. Systems Security Architects (SSAs) have significant expertise e in one or more of the following types of disciplines: designing, developing and implementing technical IT security programs; conducting security assessments and designing architectures; experience and solid understanding of enterprise, system, network, and application security issues including TCP/IP, firewalls, intrusion detection devices, encryption, and VPNs; system/ database administration; multiple operating systems (UNIX, LINUX, NT); Public Key Infrastructure; database and transactional security; application source code; and user identification, authentication and auditing. SSAs have demonstrated skills in

	analyze the enterprise business models, Information Technology (IT) needs, long range plan, and existing IT systems to determine business security risks and risk management considerations. The SSAs define appropriate enterprise and system level security requirements. SNAs evaluate and/or propose technical solutions for systems and applications-level security architecture and design and ensure the solutions are validated. SNAs tasks include developing and evaluating security plans, policies, procedures and practices. Duties include assessing the quality and viability of solution architectures, design integrity and the required interfaces with internal and external systems.		analytical problem-solving involving system design and integration and have demonstrated experience with security products and systems. Should be able to obtain a security clearance at the TS/SCI level.
Systems Security Architect - Principal	Subject Matter Expert on hardware and software security components included in the design, configuration, installation, and operations and maintenance of IT systems. Emphasis is on the design of systems architecture including integration of components to ensure systems security. SME expertise in the implementation and monitoring of security controls associated with IT systems software and hardware. Expertise includes hands on configuration of network and servers to ensure compliance as well as the process for Certification and Accreditation of systems. SSAs assume leadership roles in developing, implementing, and maintaining enterprise- wide information security capabilities. SSAs analyze the enterprise business models, Information Technology (IT) needs, long range plan, and	Master's Degree	Minimum of ten (10) years' experience. Significant expertise in one or more of the following types of disciplines: designing, developing and implementing technical IT security programs; conducting security assessments and designing architectures; experience and solid understanding of enterprise, system, network, and application security issues including TCP/IP, firewalls, intrusion detection devices, encryption, and VPNs; system/ database administration; multiple operating systems (UNIX, NT, W2000, Mainframes); Public Key Infrastructure; database and transactional security; application source code; and user identification, authentication and auditing. SSAs demonstrated skills in analytical problem-solving involving system design and integration and have demonstrated experience with security products and systems. Should be able to

	existing IT systems to determine business security risks and risk management considerations. The SSAs define appropriate enterprise and system level security requirements. SNAs evaluate and/or propose technical solutions for systems and applications-level security architecture and design and ensure the solutions are validated. SNAs tasks include developing and evaluating security plans, policies, procedures and practices. Duties include assessing the quality and viability of solution architectures, design integrity and the required interfaces with internal and external systems.		obtain a security clearance at the TS/SCI level.
Systems Security Consultant	Industry expert responsible for determining the type of secure systems that best fit an organization. Applies accepted or mandated set of disciplines for the planning, analysis, design and implementation of complex secure information systems on an organization-wide basis or across a major sector of the organization. Develops analytical and computational techniques and methodology for the definition of security solutions. Presents technical findings and theories to other experts within the industry. Performs organization-wide strategic security planning and analysis. Performs risk analysis and risk assessments. Lends technical expertise to proposal and marketing efforts. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.	Bachelor's Degree	Minimum of fifteen (15) years of general experience, including nine (9) years of specialized experience in systems security field performing tasks of increasing responsibility from technical administration to systems security architecture.

Systems Security Engineer – Senior	Senior-level professional; able to independently accomplish complex requirements. Performs requirements analysis to determine security needs for complex systems, components, and networks. Designs software tools and subsystems to support the integration of security products into a secure IT environment. Interfaces with client to determine present and future secure network needs and designs complex network security architecture to meet requirements. Designs and implements test and evaluation processes for security and resolves complex integrity issues. Supports marketing and proposal efforts. Provides guidance to less experienced secure systems engineers. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.	Bachelor's Degree	Minimum of eight (8) years' experience managing information systems security including certifications and accreditation, security control deficiency remediation, security and test plan development and execution.
Systems Security Engineer – Principal	Considered an expert in one or more disciplines or systems. Consults with the customer to define requirements for complex secure systems. Provides technical expertise across projects with regard to secure systems engineering issues and solutions. Guides design and implementation teams in the appropriate technology and methods that encompass multiple engineering disciplines. Consults with the client to get consensus on present and future secure systems needs and appropriate technical solutions. Called upon as a secure system engineering expert in developing technical responses to RFP's. Presents to existing and potential clients about secure systems industry trends. Performs highly	Bachelor's Degree	Minimum of ten (10) years of experience.

	complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.		
Information Assurance Engineer - Expert	Subject Matter Expert on hardware and software security components included in the design, configuration, installation, and operations and maintenance of IT systems. SME expertise in the implementation and monitoring of security controls associated with IT systems software and hardware. Expertise includes hands on configuration of network and servers to ensure compliance as well as the process for Certification and Accreditation of systems. May supervise other engineers or teams of engineers.	Bachelor's Degree	Minimum of ten (10) years of Information Assurance experience, including six (6) years' experience as an engineer in support of telecommunications, system installation, data automation, or a related field. Expert in the application of information assurance, engineering principles and techniques in the secure design, development, integration, analysis, operation, maintenance, testing, and evaluation of software, security, telecommunications, or supervisory control, and data acquisition systems related projects and programs. Ability to obtain a TSC/SCI.

Technical Writer	Gathers, organizes, analyzes and composes technical information. Conducts research and ensures the use of proper technical terminology. Edits functional descriptions, system specifications, user manuals, special reports or any other customer deliverables and documents. Conducts research and ensures the use of proper technical terminology. Translates technical information into clear, readable documents to be used by technical and non-technical personnel.	Bachelor's Degree	Minimum of three (3) years of experience developing and preparing complex technical documentation including research for applicable standards. Requires competence preparing documents such as user manuals, training materials, installation guides, proposals, and reports.
Technical Writer/Editor - Senior	Senior-level professional; able to independently accomplish complex requirements. Consults with customer or technical staff to determine most appropriate schedule of deliverables and objectives for large technical writing projects. Research technical concepts. Creates new or modifies existing technical documents that are complex in nature. Edits documents and ensures that standards of quality, format and style are met. Coordinates large production efforts. Performs complex assignments with little guidance. Has latitude in completing broad objectives. Work impacts client relations.	Bachelor's Degree	Minimum of four (4) years' experience developing technical documentation including design documents, users guide, training materials, and graphics.

Technical Writer/Editor – Principal	Considered an expert in one or more disciplines or systems. Provides highest level of consulting support to projects to lend expertise. Consults with all levels of customers and company management to determine most appropriate schedule of deliverables and objectives for large technical writing projects. Research highly complex technical concepts. May lead large production efforts. Provides guidance to less experienced Technical Writers. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.	Bachelor's Degree	Minimum of eight (8) years' experience developing complex technical documentation including design documents, users guide, training materials, complex graphic technical documentation
Telecommunications Systems Analyst	Must be capable of planning, analysis, design, development, and maintenance of operations support systems used by telecommunications organizations. Performs business systems planning/ information planning and analysis in support of telecommunications support functions. Provides technical guidance in software engineering techniques and automated support tools.	Bachelor's Degree	Minimum of five (5) years of experience in engineering, systems analysis, design, and programming, including at least two (2) years of experience in functional and data requirements analysis, systems analysis and design, programming, program design of billing, trouble ticket management, service order entry, and/or configuration management systems supporting operations of large telecommunications support organizations.

Telecommunications Technician – Lead	This is a working lead position, responsible for providing direction to lower-level telecommunications technicians, or may lead a particular function within the operation. The lead may provide input but is not responsible for signing time sheets, appraising performance, hiring or terminations. May function in a "shift supervisor" capacity. Schedules and coordinates daily work schedules. Distributes and verifies work. Trains technicians in procedures and resolves operational problems. Works under limited supervision on complex tasks within established procedures. Work impacts contract performance.	Bachelor's Degree	Minimum of four (4) years' experience supporting installation and operations of telecommunications equipment. Experience leading a technical team.
Test Specialist	Assists technical staff to develop testing metrics during functional analysis of requirements. Conducts preliminary and acceptance testing, participates in design concept reviews and walkthroughs, and works with QA staff to ensure adherence to standards and quality. Helps collect metrics as a result of testing and issues test reports.	Bachelor's Degree	Minimum of four (4) years of experience in the analysis and design of computer systems or software development, with experience in the testing and validation of products. Working experience with relevant MIL Standards, and industry standards such as IEEE OSE, requirements analysis, metrics, and testing procedures and methodologies.
Test Engineer	Develops testing metrics during functional analysis of requirements. Conducts preliminary and acceptance testing. Participates in design concept reviews and walkthroughs and works with QA staff to ensure adherence to standards and quality. Helps collect metrics as a result of testing and issues test results. Automates testing and is responsible for test planning and reports.	Bachelor's Degree	Minimum of six (6) years of experience in the analysis and design of computer systems or software development, including two (2) years specialized test experience. In-depth knowledge of relevant MIL and industry standards (such as IEEE OSE), requirements analysis, metrics, and testing procedures and methodologies.

Business Process Reengineering Specialist - Senior	Applies process improvement and reengineering methodologies and principles to conduct process modernization projects. Duties include activity and data modeling, developing modern business methods, identifying best practices, and creating and assessing performance measurements. Provides group facilitation, interviewing, and training, and provides additional forms of knowledge transfer. May be under the supervision and direction of a principal business process reengineering specialist or may work independently.	Bachelor's Degree	Minimum of eight (8) years of experience, including at least five (5) years of specialized experience, which may include facilitation, training, methodology development and evaluation, process reengineering across all phases, identification of best practices, change management, business management techniques, organizational development, activity and data modeling, or information system development methods and practices and supervision of other staff.
Business Process Reengineering Specialist - Principal	Applies process improvement and reengineering methodologies and principles to conduct process modernization projects. Responsible for effective transitioning of existing project and project teams and facilitating project teams in the accomplishment of project activities and objectives. Provides group facilitation, interviewing, and training, and provides additional forms of knowledge transfer. Key coordinator among multiple project teams to ensure enterprise-wide integration of reengineering efforts. Provides daily supervision and direction to business process reengineering specialist.	Bachelor's Degree	Minimum of ten (10) years of experience, including at least seven (7) years of specialized experience, which may include facilitation, training, methodology development and evaluation, process reengineering across all phases, identification of best practices, change management, business management techniques, organizational development, activity and data modeling, or information system development methods and practices and supervision of business process reengineering specialist.

Database Engineer/ Administrator – Principal	Considered an expert in one or more disciplines or systems. Consults with customer management and conceptualizes broad requirements for the design and administration of highly complex database applications to accommodate a variety of user needs. Performs complex database installations and configurations. Develops standards and procedures (e.g., operating procedures or security procedures). Evaluates vendors. Research new industry technologies. Resolves highly complex database problems. Provides guidance and direction in all aspects of major database projects. Experience managing database clusters and failover and failback procedures. Duties may include collateral responsibility for Extraction, Transformation, and Load (ETL).	Bachelor's Degree	Minimum of eight (8) years' experience designing, integrating, configuring, tuning, backup, failover, and data loading for large database centric systems.
IT Management Consultant	Leads multiple strategic consulting projects or a single, large and complex project. Researches and evaluates emerging business process reengineering methods and briefs client management. Directs requirements analysis and develops project plans, schedules and budgets in consultation with the client. Provides guidance to members of the project team. Contributes to marketing and proposal efforts. Initiates and maintains client relationships. Performs complex consulting assignments with considerable latitude. Interprets industry initiatives and client requirements. Work impacts organizational success.	Bachelor's Degree	Minimum of eight (8) years' experience providing advice regarding business processes, schedules, plans, budgets, and cost benefit analyses.

Technical Solutions Architect	Top level technical expert responsible for monitoring key technologies and technical standards. May work across organizations on many projects. Works to define standards in the context of the developed principles and meets with key vendors and services providers to monitor standards and directions. Actively monitors market trends and assists the client in defining a set of technical standards that define the technical architecture. Advises on selection of products based on the definition of standards within the architecture across any/all aspects of IT including networks systems, data (processing, storage, and access), software and applications development, and mobility. Advises on potential future projects to management. Provides guidance to others. Performs highly complex responsibilities with considerable latitude. Interprets company initiatives and client requirements. Work impacts organizational success.	Bachelor's Degree	Minimum of ten (10) years' experience designing enterprise or complex application and systems.
Requirements Analyst	Advises and recommends areas of program planning, business management, budget execution and program coordination, and prepares needs assessment. Validates resource requirements and develops cost estimate models.	Bachelor's Degree	Minimum of six (6) years' experience in government financial and acquisition management. Possesses working knowledge of the planning, programming and budgeting systems, familiar with the agency budget process, including mid-year reviews, apportionment, and Congressional data sheets.

Acquisition Specialist	Supports major systems development and source selection efforts. Supports the preparation of reports and briefings for Source Selection Advisory Councils (SSAC). Documents source selection decisions to senior government officials and Congressional staff. Works from defined goals and desired results, and established objectives, methods and timetables.	Bachelor's Degree	Minimum of three (3) years of experience supporting large-scale government procurements from mission requirements to contract award. Requires competence in planning and implementing assignments involving acquisition strategies, contracting plans, and source selection approaches. Possesses knowledge of diverse program management and acquisition processes including the preparation of RFPs and proposals in both government and industry.
Acquisition Specialist - Senior	Supports major systems development and source selection efforts. Prepares reports and briefings for Source Selection Advisory Councils (SSAC). Serves on and chairs SSACs. Briefs source selection decisions to senior government officials and Congressional staff. Works from broad definitions of goals and desired results, independently establishing specific objectives, methods and timetables. Provides guidance and direction to other acquisition professionals and suggested courses of action for government personnel.	Bachelor's Degree	Minimum of six (6) years of experience supporting large-scale government procurements from mission requirements to contract award. Requires competence in planning and implementing highly complex assignments involving the conceptualization of acquisition strategies, formulation of contracting plans, and development of source selection approaches. Possesses knowledge of extremely diverse program management and acquisition processes including the preparation of RFPs and proposals in both government and industry.

Acquisition Program Management Specialist	Plans and implements highly complex assignments involving conceptualizing acquisition strategies, formulation of contracting plans and development of source selection approaches. Provides guidance to other contractor staff and suggested courses of action for government personnel.	Bachelor's Degree	Minimum of ten (10) years of extremely diverse program management and acquisition experience, having managed several major systems development and source selection efforts for multiple organizations both in government and industry with consulting experience on both RFP and proposal preparation. Experience must include preparing reports and briefings for Source Selection Advisory Councils (SSACs), serving on and Chairing SSACs, and documenting and briefing source selection decisions to senior government officials and Congressional Staff. Provides guidance to other contractor staff and suggested courses of action for client personnel.
Financial Analyst - Junior	Must be able to determine the feasibility of automating government financial business practices. Defines governmental financial business practices and Electronic Commerce/Electronic Data Interchange (EC/EDI) opportunities and incorporates the defined processes into an automated solution that includes relational databases and distributed systems. Must be able to either recommend functional requirements for applications to be developed or justify the non-development based on either cost or technology non-availability. Communicates with financial-oriented individuals to document the flow, recommend opportunities, impact recommendations, and serve as the liaison between the financial specialist and automation specialist that does not have both disciplines.	Bachelor's Degree	Minimum of three (3) years of financial management experience, including at least one (1) year of experience in government financial fee-for-services environment that incorporates financial processes into automated systems.

Financial Analyst	Must be able to clearly define government financial business practices for integration into the government financial business system. Identifies potential problems and solutions through analysis, identifying recommended solutions. Works with contractors, vendors, and customers to effectively integrate the customer's requirements into an automated application. Acts as a focal point to coordinate all disciplines in the recommended solution. Applies state-of-the-art applications that will effectively automate financial applications.	Bachelor's Degree	Minimum of six (6) years of financial management experience, including at least three (3) years of experience in financial management with demonstrated ability in analyzing, designing, and developing automated applications for unique business practices.
Financial Analyst - Senior	Serves as a group or task leader, ensuring that group analysts are working in concert to automate complex business practices within the timeframe specified by the customer and that all of the requirements are met. Must be able to assess products and procedures for compliance with government standards, accounting principles, and multi-tiered system application standards. Must be able to grasp interrelationships between financial management requirements and automation solutions, considering the current system environment, and the potential integration of added systems concurrently or later. Prepares milestone status reports and presentations for colleagues, subordinates, and end user representatives.	Bachelor's Degree	Minimum of ten (10) years of financial management experience, including at least five (5) years of experience in financial management with demonstrated ability to supervise or lead a team of analysts.

Electronics Engineer	Applies knowledge of and experience with engineering principles and techniques in the design, development, installation, integration, analysis, operation, maintenance, testing, and evaluation, or supervisory control, and data acquisition systems related projects and programs.	Bachelor's Degree	Minimum of four (4) years of engineering experience, including at least two (2) years of experience as an engineer in support of telecommunications, system installation, data automation, or a related field.
Electronics Engineer - Lead	Applies knowledge of and experience with engineering principles and techniques in the design, development, installation, integration, analysis, operation, maintenance, testing, and evaluation, or supervisory control, and data acquisition systems related projects and programs. Provides these functions with little to no supervision. May supervise other engineers or teams of engineers.	Bachelor's Degree	Minimum of six (6) years of engineering experience, including at least three (3) years of experience as an engineer in support of telecommunications, system installation, data automation, or a related field.
Electronics Engineer - Principal	Applies knowledge of and experience with engineering principles and techniques in the design, development, installation, integration, analysis, operation, maintenance, testing, and evaluation, or supervisory control, and data acquisition systems related projects and programs. Provides these functions with little to no supervision. May supervise others.	Bachelor's Degree	Minimum of ten (10) years of engineering experience, including at least four (4) years of experience as an engineer in support of telecommunications, system installation, data automation, or a related field.

Instructor, Applications – Trainer	Acts as primary instructor for user-level and introductory-to intermediate-level non-certified training. Applies specialized knowledge, skills and judgment in performing assignments of substantial variety and complexity in support of customer requirements. Assists senior personnel with custom courseware and training program development as required. Works with clients or consulting teams to develop user manuals, system documentation, and user-level training. Supports Project Manager and Solutions Developer or Systems Engineer, as appropriate.	Bachelor's Degree	Minimum of two (2) years' experience developing training materials, end user guides, and assisting with training delivery
Trainer - Senior	Acts as primary instructor for user-level and mid- to intermediate-level training. Applies specialized knowledge, skills and judgment in performing assignments of substantial variety and complexity in support of customer requirements.	Bachelor's Degree	Minimum of eight (8) years' experience developing lesson plans, training materials, end user guides, and coordinating and delivering training.
Logistics Analyst/Specialist - Junior	Analyzes, details, and performs integrated logistics support activities designed to provide effective and efficient life cycle support for security, telecommunications, supervisory control, and data acquisition systems or other management, organizational, and engineering processes.	Bachelor's Degree	Minimum of two (2) years' experience. Knowledge of logistics, organizational, or management techniques as they apply to the use of telecommunications, data processing, or information technology.
Logistics Analyst/Specialist	Analyzes, details, and performs integrated logistics support activities designed to provide effective and efficient life cycle support for security, telecommunications, supervisory control, and data acquisition systems or other management, organizational, and engineering processes.	Bachelor's Degree	Minimum of four (4) years of experience providing knowledge of logistics, organizational, or management techniques as they apply to the use of telecommunications, data processing, or information technology, including at least two (2) years of experience as an analyst or specialist in support of telecommunications, system

			installation, data automation, or a related field.
Logistics Analyst/Specialist - Senior	Analyzes, details, and performs integrated logistics support activities designed to provide effective and efficient life cycle support for security, telecommunications, supervisory control, and data acquisition systems or other management, organizational, and engineering processes. May supervise other analyst/specialists.	Bachelor's Degree	Minimum of six (6) years of experience providing knowledge of logistics, organizational, or management techniques as they apply to the use of telecommunications, data processing, or information technology, including at least three (3) years of experience as an analyst or specialist in support of telecommunications, system installation, data automation, or a related field.
Logistics Analyst/Specialist - Principal	Analyzes, details, and performs integrated logistics support activities designed to provide effective and efficient life cycle support for security, telecommunications, supervisory control, and data acquisition systems or other management, organizational, and engineering processes. May supervise other analyst/specialists or teams of analyst/specialists.	Bachelor's Degree	Minimum of ten (10) years of experience providing knowledge of logistics, organizational, or management techniques as they apply to the use of telecommunications, data processing, or information technology, including at least seven (7) years of experience as an analyst or specialist in support of telecommunications, system installation, data automation, or a related field.

Labor Category Descriptions

Exempt Labor Category	Functional Responsibilities	Minimum Education	Minimum Years of Experience	Certifications or Training	Security Clearance
Cyber Manager/ Lead	Serves as manager or lead for security/ cybersecurity programs, projects or tasks related to the architecture, engineering, analysis, testing, and/or support. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Duties may include but are not limited to planning, execution, monitoring and controlling and closing of programs, projects and/or tasks.*	Bachelor's Degree	Two (2) years of relevant experience.	PMP is preferred but not required. Security 4, CISSP, and/or Certified Ethical Hacker (CEH) is preferred	TS Eligible
Cyber Manager/ Lead - Senior	Serves as manager or lead for security/ cybersecurity programs, projects or tasks related to the architecture, engineering, analysis, testing, and/or support. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Duties may include but are not limited to planning, execution, monitoring and controlling and closing of programs, projects and/or tasks.*	Bachelor's Degree	Four (4) years of relevant experience.	PMP is preferred but not required. Security 4, CISSP, and/or Certified Ethical Hacker (CEH) is preferred	TS Eligible
Cyber Manager/ Lead - Principal	Serves as manager or lead for security/ cybersecurity programs, projects or tasks related to the architecture, engineering, analysis, testing, and/or support. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Duties may include but are not limited to planning, execution, monitoring and controlling and closing of programs, projects and/or tasks.*	Master's Degree	Four (4) years of relevant experience.	PMP is preferred but not required. Security 4, CISSP, and/or Certified Ethical Hacker (CEH) is preferred	TS Eligible

Cyber SME-Senior	Subject matter expert providing the full range of security/cybersecurity architecture, business process, incident data collection and correlation, engineering, analysis, testing, support, and/or knowledge management. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may encompass but are not limited to analysis, collection/operations, investigation, IT O&M, oversight/development, protection/defense (e.g., ethical hacking, penetration testing or risk and vulnerability assessment) and/or secure provisioning, whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediation.*	Bachelor's Degree	Four (4) years of relevant experience.	Security 4, CISSP, and/or Certified Ethical Hacker (CEH) is preferred; ability to dissect/analyze HW/SW code at lowest level desired.	TS Eligible
Cyber SME-Principal	Subject matter expert providing the full range of security/cybersecurity architecture, business process, incident data collection and correlation, engineering, analysis, testing, support and/or knowledge management. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may encompass but are not limited to analysis, collection/operations, investigation, IT O&M, oversight/development, protection/defense (e.g., ethical hacking, penetration testing or risk and vulnerability assessment) and/or secure provisioning, whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediation.*	Master's Degree	Four (4) years of relevant experience.	Security 4, CISSP, and/or Certified Ethical Hacker (CEH) is preferred; ability to dissect/analyze HW/SW code at lowest level desired.	TS Eligible

Cyber Specialist - Junior	Specialized in providing the full range of security/cybersecurity incident data collection and correlation, engineering, analysis, testing and/or support. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may include but are not limited to ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediation.*	High School Diploma	One (1) year of relevant experience.	Security 4, CISSP, and/or Certified Ethical Hacker (CEH) is preferred; ability to dissect/analyze HW/SW code at lowest level desired.	TS Eligible
Cyber Specialist - Journeyman	Specialized in providing the full range of security/cybersecurity incident data collection and correlation, engineering, analysis, testing, and/or support. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may include but are not limited to ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediation.*	Associate's Degree	One (1) year of relevant experience.	Security 4, CISSP, and/or Certified Ethical Hacker (CEH) is preferred; ability to dissect/analyze HW/SW code at lowest level desired.	TS Eligible
Cyber Specialist	Specialized in providing the full range of security/cybersecurity incident data collection and correlation, engineering, analysis, testing, and/or support. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may include but are not limited to ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediation.*	Bachelor's Degree	Two (2) years of relevant experience.	Security 4, CISSP, and/or Certified Ethical Hacker (CEH) is preferred; ability to dissect/analyze HW/SW code at lowest level desired.	TS Eligible

Cyber Specialist - Senior	Specialized in providing the full range of security/cybersecurity incident data collection and correlation, engineering, analysis, testing, and/or support. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may include but are not limited to ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediation.*	Bachelor's Degree	Four (4) years of relevant experience.	Security 4, CISSP, and/or Certified Ethical Hacker (CEH) is preferred; ability to dissect/analyze HW/SW code at lowest level desired.	TS Eligible
Cyber Specialist - Principal	Specialized in providing the full range of security/cybersecurity incident data collection and correlation, engineering, analysis, testing, and/or support. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may include but are not limited to ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediation.*	Master's Degree	Four (4) years of relevant experience.	Security 4, CISSP, and/or Certified Ethical Hacker (CEH) is preferred; ability to dissect/analyze HW/SW code at lowest level desired.	TS Eligible
Cyber Engineer - Junior	Provides engineering services and support related to security/cybersecurity investigations, recovery, and/or response. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may include but are not limited to ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediations.*	High School Diploma	One (1) year of relevant experience.	Security 4, CISSP, and/or Certified Ethical Hacker (CEH) is preferred; ability to dissect/analyze HW/SW code at lowest level desired; knowledge of CMMI and ITIL is desired.	TS Eligible

Cyber Engineer - Journeyman	Provides engineering services and support related to security/cybersecurity investigations, recovery, and/or response. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may include but are not limited to ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediations.*	Associate's Degree	One (1) year of relevant experience.	Security 4, CISSP, and/or Certified Ethical Hacker (CEH) is preferred; ability to dissect/analyze HW/SW code at lowest level desired; knowledge of CMMI and ITIL is desired.	TS Eligible
Cyber Engineer	Provides engineering services and support related to security/cybersecurity investigations, recovery, and/or response. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may include but are not limited to ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediations.*	Bachelor's Degree	Two (2) years of relevant experience.	Security 4, CISSP, and/or Certified Ethical Hacker (CEH) is preferred; ability to dissect/analyze HW/SW code at lowest level desired; knowledge of CMMI and ITIL is desired.	TS Eligible
Cyber Engineer - Senior	Provides engineering services and support related to security/cybersecurity investigations, recovery, and/or response. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may include but are not limited to ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediations.*	Bachelor's Degree	Four (4) years of relevant experience.	Security 4, CISSP, and/or Certified Ethical Hacker (CEH) is preferred; ability to dissect/analyze HW/SW code at lowest level desired; knowledge of CMMI and ITIL is desired.	TS Eligible

Cyber Engineer - Principal	Provides engineering services and support related to security/cybersecurity investigations, recovery, and/or response. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may include but are not limited to ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediations.*	Master's Degree	Four (4) years of relevant experience.	Security 4, CISSP, and/or Certified Ethical Hacker (CEH) is preferred; ability to dissect/analyze HW/SW code at lowest level desired; knowledge of CMMI and ITIL is desired.	TS Eligible
Cyber Analyst - Junior	Provides analytical services and support related to security/cybersecurity threats, incident data collection and correlation, investigations, recovery, and/or response. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may include but are not limited to ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediations.*	High School Diploma	One (1) year of relevant experience.	Certified Ethical Hacker (CEH) is preferred but not required.	TS Eligible
Cyber Analyst - Journeyman	Provides analytical services and support related to security/cybersecurity threats, incident data collection and correlation, investigations, recovery, and/or response. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may include but are not limited to ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediations.*	Associate's Degree	One (1) year of relevant experience.	Certified Ethical Hacker (CEH) is preferred but not required.	TS Eligible

Cyber Analyst	Provides analytical services and support related to security/cybersecurity threats, incident data collection and correlation, investigations, recovery, and/or response. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may include but are not limited to ethical hacking penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediations.*	Bachelor's Degree	Two (2) years of relevant experience.	Certified Ethical Hacker (CEH) is preferred but not required.	TS Eligible
Cyber Analyst - Senior	Provides analytical services and support related to security/cybersecurity threats, incident data collection and correlation, investigations, recovery, and/or response. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may include but are not limited to ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediations.*	Bachelor's Degree	Four (4) years of relevant experience.	Certified Ethical Hacker (CEH) is preferred but not required.	TS Eligible
Cyber Analyst - Principal	Provides analytical services and support related to security/cybersecurity threats, incident data collection and correlation, investigations, recovery, and/or response. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may include but are not limited to ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediations.*	Master's Degree	Four (4) years of relevant experience.	Certified Ethical Hacker (CEH) is preferred but not required.	TS Eligible

Cyber Administrator - Junior	Provides system administration services and support related to security/cybersecurity investigations, recovery, and/or response. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. The focus of the cyber administrator services is in response/remediation. *Specialized tasks may be in support of ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediation.*	High School Diploma	One (1) year of relevant experience.	Certified Ethical Hacker (CEH) is preferred but not required; knowledge of CMMI and ITIL is desired.	TS Eligible
Cyber Administrator - Journeyman	Provides system administration services and support related to security/cybersecurity investigations, recovery, and/or response. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. The focus of the cyber administrator services is in response/remediation. *Specialized tasks may be in support of ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediation.*	Associate's Degree	One (1) year of relevant experience.	Certified Ethical Hacker (CEH) is preferred but not required; knowledge of CMMI and ITIL is desired.	TS Eligible
Cyber Administrator	Provides system administration services and support related to security/cybersecurity investigations, recovery, and/or response. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. The focus of the cyber administrator services is in response/remediation. *Specialized tasks may be in support of ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions,*	Bachelor's Degree	Two (2) years of relevant experience.	Certified Ethical Hacker (CEH) is preferred but not required; knowledge of CMMI and ITIL is desired.	TS Eligible

	and/or responses/remediation.				
Cyber Administrator - Senior	Provides system administration services and support related to security/cybersecurity investigations, recovery, and/or response. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. The focus of the cyber administrator services is in response/remediation. S*pecialized tasks may be in support of ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediation.*	Bachelor's Degree	Four (4) years of relevant experience.	Certified Ethical Hacker (CEH) is preferred but not required; knowledge of CMMI and ITIL is desired.	TS Eligible
Cyber Technician - Junior	Provides security/cybersecurity operational, planning, capture and/or technical services involving installation, configuration, collection, maintenance and/or support. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may support but are not limited supporting to ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediations.*	High School Diploma	One (1) year of relevant experience.	Knowledge of ITIL is desired.	TS Eligible

Cyber Technician - Journeyman	Provides security/cybersecurity operational, planning, capture and/or technical services involving installation, configuration, collection, maintenance and/or support. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may support but are not limited supporting to ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediations.*	Associate's Degree	One (1) year of relevant experience.	Knowledge of ITIL is desired.	TS Eligible
Cyber Technician	Provides security/cybersecurity operational, planning, capture and/or technical services involving installation, configuration, collection, maintenance and/or support. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may support but are not limited supporting to ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediations.*	Bachelor's Degree	Two (2) years of relevant experience.	Knowledge of ITIL is desired.	TS Eligible
Cyber Technician - Senior	Provides security/cybersecurity operational, planning, capture and/or technical services involving installation, configuration, collection, maintenance and/or support. The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may support but are not limited supporting to ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or*	Bachelor's Degree	Four (4) years of relevant experience.	Knowledge of ITIL is desired.	TS Eligible

	responses/remediations.				
Cyber Tester - Junior	Provides security/cybersecurity testing (compliance, defense or response). The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may support but are not limited to supporting ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediation.*	High School Diploma	One (1) year of relevant experience.	Certified Ethical Hacker (CEH) is preferred but not required.	TS Eligible
Cyber Tester - Journeyman	Provides security/cybersecurity testing (compliance, defense or response). The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may support but are not limited to supporting ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediation.*	Associate's Degree	One (1) year of relevant experience.	Certified Ethical Hacker (CEH) is preferred but not required.	TS Eligible

Cyber Tester	Provides security/cybersecurity testing (compliance, defense or response). The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may support but are not limited to supporting ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediation.*	Bachelor's Degree	Two (2) years of relevant experience.	Certified Ethical Hacker (CEH) is preferred but not required.	TS Eligible
Cyber Tester - Senior	Provides security/cybersecurity testing (compliance, defense or response). The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may support but are not limited to supporting ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediation.*	Bachelor's Degree	Four (4) years of relevant experience.	Certified Ethical Hacker (CEH) is preferred but not required.	TS Eligible
Cyber Tester - Principal	Provides security/cybersecurity testing (compliance, defense or response). The scope of responsibility relates to one or more of the following IT areas: information/data, computer hardware or software, networks, mobile computing, cloud, and/or applications. *Specialized tasks may support but are not limited to supporting ethical hacking, penetration testing or risk and vulnerability assessment (RVA), whether related to potential or actual threats, attacks, incidents, forensics, intrusions, and/or responses/remediation.*	Master's Degree	Four (4) years of relevant experience.	Certified Ethical Hacker (CEH) is preferred but not required.	TS Eligible

Education/Experience Equivalency Policy

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 per the approval of the federal agency acquiring the service.

1. One year of experience is the equivalent of one year of education.

2. One year of education is the equivalent of one year of experience.
3. Certification related to the technology is equivalent to one year of the experience or education requirement.

Labor Category Rates

SERVICE (e.g., Job Title/Task)	6/1/2021 – 5/31/2022	6/1/2022 – 5/31/2023	6/1/2023 – 5/31/2024	6/1/2024 - 5/31/2025	6/1/2025 – 5/31/2026
Communications Network Manager	$163.35	$167.92	$172.63	$177.46	$182.43
Network Administrator	$108.87	$111.92	$115.05	$118.27	$121.59
Network Administrator - Senior	$163.35	$167.92	$172.63	$177.46	$182.43
Database Management Specialist	$144.77	$148.82	$152.99	$157.27	$161.68
Database Manager	$174.79	$179.68	$184.72	$189.89	$195.20
Field Technician	$107.46	$110.47	$113.56	$116.74	$120.01
Field Engineer – Senior	$145.10	$149.16	$153.34	$157.63	$162.05
Installation Technician – Senior	$99.62	$102.41	$105.28	$108.22	$111.25
Installation Technician – Lead	$120.88	$124.26	$127.74	$131.32	$135.00
Help Desk Technician	$85.64	$88.04	$90.50	$93.04	$95.64
Help Desk Technician - Senior	$101.02	$103.85	$106.76	$109.75	$112.82
Service Desk - Manager	$159.22	$163.68	$168.26	$172.97	$177.82
Information Engineer	$139.12	$143.02	$147.02	$151.14	$155.37
Information Engineer - Senior	$178.99	$184.00	$189.15	$194.45	$199.89
Information Engineer Principal	$219.68	$225.83	$232.15	$238.65	$245.34
Business Analyst - Junior	$75.52	$79.29	$83.26	$87.42	$91.79
Business Analyst	$86.12	$90.42	$94.94	$99.69	$104.67
Business Analyst - Lead	$95.67	$100.45	$105.47	$110.75	$116.28

Business Analyst - Principal	$120.82	$126.86	$133.20	$139.86	$146.85
Data Analyst - Junior	$106.39	$109.37	$112.43	$115.58	$118.82
Data Analyst	$144.77	$148.82	$152.99	$157.27	$161.68
Data Analyst - Lead	$174.79	$179.68	$184.72	$189.89	$195.20
Data Analyst - Principal	$202.77	$208.45	$214.28	$220.28	$226.45
Network Engineer / Analyst	$163.35	$167.92	$172.63	$177.46	$182.43
Network Engineer / Analyst – Senior	$179.42	$184.44	$189.61	$194.92	$200.37
Network Engineer / Analyst – Principal	$195.49	$200.96	$206.59	$212.38	$218.32
Operations Research Analyst	$169.52	$174.27	$179.15	$184.16	$189.32
Functional Analyst – Junior	$120.95	$124.34	$127.82	$131.40	$135.08
Functional Analyst	$138.70	$142.78	$146.97	$151.28	$155.72
Functional Analyst – Senior	$152.08	$156.34	$160.72	$165.22	$169.84
Functional Analyst – Principal	$185.47	$190.66	$196.00	$201.49	$207.13
Program Control Analyst – Junior	$104.88	$107.82	$110.84	$113.94	$117.13
Program Control Analyst	$110.11	$113.19	$116.36	$119.62	$122.97
Program Control Analyst – Senior	$143.56	$147.58	$151.71	$155.96	$160.33
Program Manager – Junior	$88.00	$90.40	$92.87	$95.41	$98.01
Program Manager – Deputy	$147.60	$151.73	$155.98	$160.35	$164.84
Program Manager	$187.06	$192.30	$197.68	$203.22	$208.91
Program Manager – Senior	$269.71	$277.26	$285.03	$293.01	$301.21
Project Manager	$189.62	$194.93	$200.39	$206.00	$211.77
Task – Lead	$147.60	$151.73	$155.98	$160.35	$164.84

Programmer / Analyst	$162.40	$166.95	$171.62	$176.43	$181.37
Programmer / Analyst – Senior	$196.35	$201.85	$207.50	$213.31	$219.28
Applications Programmer	$176.83	$181.78	$186.87	$192.10	$197.48
Applications Programmer- Senior	$210.66	$216.56	$222.62	$228.86	$235.26
Quality Assurance Specialist - Senior	$153.98	$158.29	$162.72	$167.28	$171.96
Security Administrator	$129.03	$132.64	$136.36	$140.17	$144.10
Security Administrator – Senior	$162.61	$167.16	$171.84	$176.66	$181.60
Systems Administrator	$159.68	$164.15	$168.75	$173.47	$178.33
Systems Administrator – Senior	$192.35	$197.74	$203.28	$208.96	$214.82
Technical Analyst – Senior	$126.16	$129.69	$133.32	$137.06	$140.89
Systems Analyst	$127.61	$131.18	$134.86	$138.63	$142.51
Systems Analyst – Senior	$159.80	$164.27	$168.87	$173.60	$178.46
Systems Analyst – Principal	$198.74	$204.30	$210.03	$215.91	$221.95
Systems Engineer - Junior	$115.57	$118.72	$121.96	$125.28	$128.70
Systems Engineer	$139.12	$143.02	$147.02	$151.14	$155.37
Systems Engineer – Senior	$178.99	$184.00	$189.15	$194.45	$199.89
Systems Engineer – Principal	$219.68	$225.83	$232.15	$238.65	$245.34
Software Engineer – Junior	$106.27	$109.17	$112.15	$115.21	$118.36
Software Engineer	$136.72	$140.45	$144.28	$148.22	$152.27
Software Engineer – Senior	$178.92	$183.93	$189.08	$194.37	$199.82
Software Engineer – Principal	$217.03	$223.11	$229.35	$235.78	$242.38
Software/Integration Analyst - Senior	$217.03	$223.11	$229.35	$235.78	$242.38

Software/User Interface Dev	$106.99	$112.62	$122.17	$128.27	$134.68
Systems Architect	$206.66	$212.45	$218.39	$224.51	$230.80
Systems Architect - Senior	$248.94	$255.92	$263.07	$270.44	$278.02
Systems Consultant	$198.74	$204.30	$210.03	$215.91	$221.95
Systems Consultant – Senior	$221.68	$227.89	$234.27	$240.83	$247.57
Subject Matter Expert - Senior	$159.80	$164.27	$168.87	$173.60	$178.46
Subject Matter Expert - Principal	$198.74	$204.30	$210.03	$215.91	$221.95
Systems Security – Manager	$185.40	$190.59	$195.93	$201.41	$207.05
Systems Security Analyst – Senior	$200.51	$206.12	$211.90	$217.83	$223.93
Systems Security Analyst – Principal	$224.94	$231.24	$237.71	$244.37	$251.21
Systems Security Architect - Senior	$206.66	$212.45	$218.39	$224.51	$230.80
Systems Security Architect - Principal	$241.53	$248.29	$255.25	$262.40	$269.75
Systems Security Consultant	$240.87	$247.61	$254.55	$261.67	$269.00
Systems Security Engineer – Senior	$203.76	$209.47	$215.33	$221.36	$227.56
Systems Security Engineer – Principal	$245.45	$252.33	$259.39	$266.65	$274.12
Information Assurance Engineer - Expert	$213.76	$219.47	$225.33	$231.36	$237.56
Technical Writer	$113.58	$116.76	$120.03	$123.39	$126.85
Technical Writer/Editor - Senior	$123.58	$126.76	$130.03	$133.39	$136.85
Technical Writer/Editor – Principal	$174.73	$179.62	$184.65	$189.82	$195.14
Telecommunications Systems Analyst	$162.63	$167.18	$171.86	$176.68	$181.62
Telecommunications Technician – Lead	$125.05	$128.55	$132.15	$135.85	$139.65
Test Specialist	$132.31	$136.01	$139.82	$143.74	$147.76

Test Engineer	$166.32	$170.98	$175.76	$180.69	$185.74
Business Process Reengineering Specialist - Senior	$193.33	$198.74	$204.31	$210.03	$215.91
Business Process Reengineering Specialist - Principal	$223.22	$229.47	$235.90	$242.50	$249.29
Database Engineer/ Administrator – Principal	$202.77	$208.45	$214.28	$220.28	$226.45
IT Management Consultant	$189.62	$194.93	$200.39	$206.00	$211.77
Technical Solutions Architect	$206.66	$212.45	$218.39	$224.51	$230.80
Requirements Analyst	$145.23	$149.30	$153.48	$157.77	$162.19
Acquisition Specialist	$114.81	$118.02	$121.33	$124.73	$128.22
Acquisition Specialist - Senior	$142.88	$146.88	$150.99	$155.22	$159.57
Acquisition Program Management Specialist	$175.71	$180.63	$185.69	$190.89	$196.23
Financial Analyst - Junior	$115.56	$118.80	$122.12	$125.54	$129.06
Financial Analyst	$144.42	$148.46	$152.62	$156.89	$161.29
Financial Analyst - Senior	$179.00	$184.01	$189.16	$194.46	$199.91
Electronics Engineer	$135.01	$138.79	$142.68	$146.67	$150.78
Electronics Engineer - Lead	$162.63	$167.18	$171.86	$176.68	$181.62
Electronics Engineer - Principal	$205.00	$210.74	$216.64	$222.71	$228.94
Instructor, Applications – Trainer	$122.05	$125.47	$128.98	$132.59	$136.30
Trainer - Senior	$181.73	$186.82	$192.05	$197.43	$202.95
Logistics Analyst/Specialist - Junior	$107.10	$110.10	$113.18	$116.35	$119.61
Logistics Analyst/Specialist	$123.66	$127.12	$130.68	$134.34	$138.10
Logistics Analyst/Specialist - Senior	$133.04	$136.77	$140.59	$144.53	$148.58
Logistics Analyst/Specialist - Principal	$164.44	$169.04	$173.78	$178.64	$183.65

Labor Category Rates

SERVICE (e.g., Job Title/Task)	6/1/2021 – 5/31/2022	6/1/2022 – 5/31/2023	6/1/2023 – 5/31/2024	6/1/2024 - 5/31/2025	6/1/2025 – 5/31/2026
Cyber Manager/ Lead	$128.09	$131.68	$135.36	$139.15	$143.05
Cyber Manager/ Lead - Senior	$146.35	$150.45	$154.66	$158.99	$163.44
Cyber Manager/ Lead - Principal	$164.62	$169.23	$173.97	$178.84	$183.85
Cyber SME - Senior	$128.09	$131.68	$135.36	$139.15	$143.05
Cyber SME - Principal	$164.62	$169.23	$173.97	$178.84	$183.85
Cyber Specialist - Junior	$114.17	$117.37	$120.65	$124.03	$127.50
Cyber Specialist - Journeyman	$122.99	$126.43	$129.97	$133.61	$137.35
Cyber Specialist	$128.09	$131.68	$135.36	$139.15	$143.05
Cyber Specialist - Senior	$146.35	$150.45	$154.66	$158.99	$163.44
Cyber Specialist - Principal	$164.62	$169.23	$173.97	$178.84	$183.85
Cyber Engineer - Junior	$114.17	$117.37	$120.65	$124.03	$127.50
Cyber Engineer - Journeyman	$122.99	$126.43	$129.97	$133.61	$137.35
Cyber Engineer	$128.09	$131.68	$135.36	$139.15	$143.05
Cyber Engineer - Senior	$149.71	$153.90	$158.21	$162.64	$167.19
Cyber Engineer - Principal	$171.33	$176.13	$181.06	$186.13	$191.34
Cyber Analyst - Junior	$114.17	$117.37	$120.65	$124.03	$127.50
Cyber Analyst - Journeyman	$122.99	$126.43	$129.97	$133.61	$137.35
Cyber Analyst	$128.09	$131.68	$135.36	$139.15	$143.05

Cyber Analyst - Senior	$146.35	$150.45	$154.66	$158.99	$163.44
Cyber Analyst - Principal	$164.62	$169.23	$173.97	$178.84	$183.85
Cyber Administrator - Junior	$114.17	$117.37	$120.65	$124.03	$127.50
Cyber Administrator - Journeyman	$122.99	$126.43	$129.97	$133.61	$137.35
Cyber Administrator	$128.09	$131.68	$135.36	$139.15	$143.05
Cyber Administrator - Senior	$128.09	$131.68	$135.36	$139.15	$143.05
Cyber Technician - Junior	$69.98	$71.94	$73.95	$76.02	$78.15
Cyber Technician - Journeyman	$85.64	$88.04	$90.50	$93.04	$95.64
Cyber Technician	$99.62	$102.41	$105.28	$108.22	$111.25
Cyber Technician - Senior	$99.62	$102.41	$105.28	$108.22	$111.25
Cyber Tester - Junior	$58.35	$59.98	$61.66	$63.39	$65.16
Cyber Tester - Journeyman	$86.58	$89.00	$91.50	$94.06	$96.69
Cyber Tester	$132.17	$135.87	$139.68	$143.59	$147.61
Cyber Tester - Senior	$149.01	$153.18	$157.47	$161.88	$166.41
Cyber Tester - Principal	$165.84	$170.48	$175.26	$180.16	$185.21