



GENERAL SERVICES ADMINISTRATION

Federal Acquisition Service *Authorized Federal Supply Schedule Price List*

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

Schedule – Professional Services Schedule (PSS)

Federal Supply Group: MAS

SINS 541330ENG, 541380, 541611, 54151S and 611430

Contract Number: 47QRAA18D0083

For more information on ordering from Federal Supply Schedules
click on the FSS Schedules button at <http://www.gsa.gov/schedules-ordering>

Contract Period: April 20, 2018 through April 19, 2023

Contractor: NORTHINGTON CONSULTING, LLC
254 Highland Park Drive
Birmingham, AL 35242-6836

Business Size: Service Disabled, Veteran Owned Small Business

In accordance with 13 C.F.R. 121.404, the Contractor is ineligible to participate in any RFQ that is set aside for small business where the subject contract's awarded size status for the preponderance NAICS designated in the RFQ is "other than small".

Telephone: (205) 356-5000
FAX Number: (256) 356-5000
Web Site: www.northconllc.com
E-mail: larrynorthington@northconllc.com
Contract Administration: Larry Northington

CUSTOMER INFORMATION:

1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:

SIN	Recovery	SIN Description
541330ENG	N/A	Engineering Services
541380	N/A	Testing Laboratory Services
541611	N/A	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
54151S	N/A	Information Technology Professional Services
611430	N/A	Professional and Management Development Training

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

1c. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item.

2. Maximum Order: \$1,000,000.00

3. Minimum Order: \$100.00

4. Geographic Coverage (delivery Area): 48 States + DC

5. Point(s) of production (city, county, and state or foreign country): Same as company address

6. **Discount from list prices or statement of net price:** Government net prices (discounts already deducted). See Attachment.
7. **Quantity discounts:** N/A
8. **Prompt payment terms:** Net 30 days
- 9a. **Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Yes
- 9b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** will accept over \$3,000
10. **Foreign items (list items by country of origin):** None
- 11a. **Time of Delivery (Contractor insert number of days):** Specified on the Task Order
- 11b. **Expedited Delivery.** The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor
- 11c. **Overnight and 2-day delivery.** The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor
- 11d. **Urgent Requirements.** The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery: Contact Contractor
12. **F.O.B Points(s):** Destination
- 13a. **Ordering Address(es):** Same as Contractor
- 13b. **Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s), and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).
14. **Payment address(es):** Same as Contractor
15. **Warranty provision.:** Contractor’s standard commercial warranty.
16. **Export Packing Charges (if applicable):** N/A
17. **Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Contact Contractor
18. **Terms and conditions of rental, maintenance, and repair (if applicable):** N/A

19. **Terms and conditions of installation (if applicable):** N/A
20. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 20a. **Terms and conditions for any other services (if applicable):** N/A
21. **List of service and distribution points (if applicable):** N/A
22. **List of participating dealers (if applicable):** N/A
23. **Preventive maintenance (if applicable):** N/A
- 24a. **Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A
- 24b. **If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor’s website or other location.) The EIT standards can be found at:**
www.Section508.gov/.
25. **Data Universal Numbering System (DUNS) number:** 828185772
26. **Notification regarding registration in Central Contractor Registration (CCR) database:** Registered
27. **Final Pricing:**
 The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

Base Contract Period							
SIN	Labor Category	Location	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5
541330ENG, 541380, 541611, 54151S, 611430	Senior Engineer I	Customer	\$81.15	\$83.58	\$86.09	\$88.67	\$91.33
541330ENG, 541380, 541611, 54151S, 611430	Senior Engineer II	Customer	\$91.51	\$94.25	\$97.08	\$99.99	\$102.99
541330ENG, 541380, 541611, 54151S, 611430	Senior Engineer III	Customer	\$100.23	\$103.24	\$106.34	\$109.53	\$112.81
541330ENG, 541380, 541611, 54151S, 611430	Senior Engineer IV	Customer	\$110.04	\$113.34	\$116.74	\$120.24	\$123.85

541330ENG, 541380, 541611, 54151S, 611430	Systems Engineer I	Customer	\$83.54	\$86.04	\$88.62	\$91.28	\$94.02
541330ENG, 541380, 541611, 54151S, 611430	Systems Engineer II	Customer	\$91.92	\$94.68	\$97.52	\$100.44	\$103.46
541330ENG, 541380, 541611, 54151S, 611430	Systems Engineer III	Customer	\$96.30	\$99.19	\$102.17	\$105.23	\$108.39
541330ENG, 541380, 541611, 54151S, 611430	Systems Engineer IV	Customer	\$100.23	\$103.24	\$106.34	\$109.53	\$112.81
541330ENG, 541380, 541611, 54151S, 611430	Subject Matter Expert I	Customer	\$100.75	\$103.77	\$106.88	\$110.09	\$113.39
541330ENG, 541380, 541611, 54151S, 611430	Subject Matter Expert II	Customer	\$109.79	\$113.09	\$116.48	\$119.97	\$123.57
541330ENG, 541380, 541611, 54151S, 611430	Subject Matter Expert III	Customer	\$117.80	\$121.34	\$124.98	\$128.73	\$132.59
541330ENG, 541380, 541611, 54151S, 611430	Subject Matter Expert IV	Customer	\$224.81	\$231.55	\$238.50	\$245.65	\$253.02
541330ENG, 541380, 541611, 54151S, 611430	Subject Matter Expert V	Customer	\$249.76	\$257.26	\$264.97	\$272.92	\$281.11
541330ENG, 541380, 541611, 54151S, 611430	Cyber Security SME I	Customer	\$101.82	\$104.88	\$108.02	\$111.27	\$114.60
541330ENG, 541380, 541611, 54151S, 611430	Cyber Security SME II	Customer	\$109.59	\$112.88	\$116.27	\$119.75	\$123.35
541330ENG, 541380, 541611, 54151S, 611430	Cyber Security SME III	Customer	\$132.17	\$136.14	\$140.22	\$144.43	\$148.76
541330ENG, 541380, 541611, 54151S, 611430	Cyber Security SME IV	Customer	\$138.89	\$143.06	\$147.35	\$151.77	\$156.32
541330ENG, 541380, 541611, 54151S, 611430	Program Analyst I	Customer	\$60.84	\$62.66	\$64.54	\$66.48	\$68.47
541330ENG, 541380, 541611, 54151S, 611430	Program Analyst II	Customer	\$71.07	\$73.21	\$75.40	\$77.66	\$79.99
541330ENG, 541380, 541611, 54151S, 611430	Program Analyst III	Customer	\$82.46	\$84.93	\$87.48	\$90.10	\$92.81
541330ENG, 541380, 541611, 54151S, 611430	Program Analyst IV	Customer	\$96.53	\$99.43	\$102.41	\$105.49	\$108.65
541330ENG, 541380, 541611, 54151S, 611430	Program Analyst V	Customer	\$109.16	\$112.43	\$115.81	\$119.28	\$122.86

541330ENG, 541380, 541611, 54151S, 611430	Technician I**	Customer	\$57.18	\$58.89	\$60.66	\$62.48	\$64.36
541330ENG, 541380, 541611, 54151S, 611430	Technician II**	Customer	\$67.68	\$69.71	\$71.80	\$73.95	\$76.17
541330ENG, 541380, 541611, 54151S, 611430	Technician III**	Customer	\$76.64	\$78.94	\$81.31	\$83.75	\$86.26
541330ENG, 541380, 541611, 54151S, 611430	Technician IV**	Customer	\$88.16	\$90.81	\$93.53	\$96.34	\$99.23
541330ENG, 541380, 541611, 54151S, 611430	Project Manager I	Customer	\$75.66	\$77.93	\$80.26	\$82.67	\$85.15
541330ENG, 541380, 541611, 54151S, 611430	Project Manager II	Customer	\$83.54	\$86.04	\$88.62	\$91.28	\$94.02
541330ENG, 541380, 541611, 54151S, 611430	Project Manager III	Customer	\$94.97	\$97.82	\$100.76	\$103.78	\$106.89
541330ENG, 541380, 541611, 54151S, 611430	Logistics Analyst I	Customer	\$57.18	\$58.89	\$60.66	\$62.48	\$64.36
541330ENG, 541380, 541611, 54151S, 611430	Logistics Analyst II	Customer	\$67.81	\$69.84	\$71.94	\$74.10	\$76.32
541330ENG, 541380, 541611, 54151S, 611430	Logistics Analyst III	Customer	\$76.64	\$78.94	\$81.31	\$83.75	\$86.26
541330ENG, 541380, 541611, 54151S, 611430	Test Engineer I	Customer	\$62.63	\$64.51	\$66.44	\$68.44	\$70.49
541330ENG, 541380, 541611, 54151S, 611430	Test Engineer II	Customer	\$71.06	\$73.19	\$75.39	\$77.65	\$79.98
541330ENG, 541380, 541611, 54151S, 611430	Test Engineer III	Customer	\$87.94	\$90.58	\$93.30	\$96.09	\$98.98
541330ENG, 541380, 541611, 54151S, 611430	Test Engineer IV	Customer	\$96.53	\$99.43	\$102.41	\$105.49	\$108.65
541330ENG, 541380, 541611, 54151S, 611430	Management Analyst I	Customer	\$62.86	\$64.75	\$66.69	\$68.69	\$70.75
541330ENG, 541380, 541611, 54151S, 611430	Management Analyst II	Customer	\$76.64	\$78.94	\$81.31	\$83.75	\$86.26
541330ENG, 541380, 541611, 54151S, 611430	Management Analyst III	Customer	\$87.40	\$90.02	\$92.72	\$95.50	\$98.36
541330ENG, 541380, 541611, 54151S, 611430	Engineer I	Customer	\$64.27	\$66.20	\$68.19	\$70.23	\$72.34

541330ENG, 541380, 541611, 54151S, 611430	Engineer II	Customer	\$81.15	\$83.58	\$86.09	\$88.67	\$91.33
541330ENG, 541380, 541611, 54151S, 611430	Engineer III	Customer	\$88.16	\$90.81	\$93.53	\$96.34	\$99.23
541330ENG, 541380, 541611, 54151S, 611430	Engineer IV	Customer	\$97.66	\$100.59	\$103.61	\$106.72	\$109.92
541330ENG, 541380, 541611, 54151S, 611430	Business Analyst I	Customer	\$68.92	\$70.98	\$73.11	\$75.31	\$77.57
541330ENG, 541380, 541611, 54151S, 611430	Business Analyst II	Customer	\$69.62	\$71.71	\$73.86	\$76.08	\$78.36
541330ENG, 541380, 541611, 54151S, 611430	Business Analyst III	Customer	\$88.74	\$91.40	\$94.14	\$96.96	\$99.87
541330ENG, 541380, 541611, 54151S, 611430	Business Analyst IV	Customer	\$97.06	\$99.97	\$102.97	\$106.06	\$109.24
541330ENG, 541380, 541611, 54151S, 611430	IT Project Engineer I	Customer	\$89.66	\$92.35	\$95.12	\$97.98	\$100.92
541330ENG, 541380, 541611, 54151S, 611430	IT Project Engineer II	Customer	\$100.23	\$103.24	\$106.34	\$109.53	\$112.81
541330ENG, 541380, 541611, 54151S, 611430	IT Project Engineer III	Customer	\$107.00	\$110.21	\$113.52	\$116.92	\$120.43
541330ENG, 541380, 541611, 54151S, 611430	Software Engineer I	Customer	\$73.01	\$75.20	\$77.45	\$79.78	\$82.17
541330ENG, 541380, 541611, 54151S, 611430	Software Engineer II	Customer	\$83.54	\$86.04	\$88.62	\$91.28	\$94.02
541330ENG, 541380, 541611, 54151S, 611430	Software Engineer III	Customer	\$100.23	\$103.24	\$106.34	\$109.53	\$112.81
541330ENG, 541380, 541611, 54151S, 611430	Software Support Eng I	Customer	\$71.06	\$73.19	\$75.39	\$77.65	\$79.98
541330ENG, 541380, 541611, 54151S, 611430	Software Support Eng II	Customer	\$81.15	\$83.58	\$86.09	\$88.67	\$91.33
541330ENG, 541380, 541611, 54151S, 611430	Software Support Eng III	Customer	\$88.01	\$90.65	\$93.37	\$96.17	\$99.06
541330ENG, 541380, 541611, 54151S, 611430	Technical Trainer	Customer	\$76.64	\$78.94	\$81.31	\$83.75	\$86.26
541330ENG, 541380, 541611, 54151S, 611430	Web Software Developer	Customer	\$76.64	\$78.94	\$81.31	\$83.75	\$86.26

541330ENG, 541380, 541611, 54151S, 611430	Senior Web Software Developer	Customer	\$83.54	\$86.04	\$88.62	\$91.28	\$94.02
541330ENG, 541380, 541611, 54151S, 611430	Web Designer	Customer	\$76.05	\$78.33	\$80.68	\$83.10	\$85.60
541330ENG, 541380, 541611, 54151S, 611430	Senior Web Designer	Customer	\$83.54	\$86.04	\$88.62	\$91.28	\$94.02
541330ENG, 541380, 541611, 54151S, 611430	IT Asset Management Administrator	Customer	\$76.64	\$78.94	\$81.31	\$83.75	\$86.26
541330ENG, 541380, 541611, 54151S, 611430	Risk Management Analyst	Customer	\$83.54	\$86.04	\$88.62	\$91.28	\$94.02
541330ENG, 541380, 541611, 54151S, 611430	Testing Technician**	Customer	\$58.67	\$60.43	\$62.24	\$64.11	\$66.03
541330ENG, 541380, 541611, 54151S, 611430	Senior Testing Technician**	Customer	\$76.64	\$78.94	\$81.31	\$83.75	\$86.26
541330ENG, 541380, 541611, 54151S, 611430	Business Data Analyst I	Customer	\$76.64	\$78.94	\$81.31	\$83.75	\$86.26
541330ENG, 541380, 541611, 54151S, 611430	Business Data Analyst II	Customer	\$88.16	\$90.81	\$93.53	\$96.34	\$99.23
541330ENG, 541380, 541611, 54151S, 611430	Applications Programmer I	Customer	\$71.07	\$73.21	\$75.40	\$77.66	\$79.99
541330ENG, 541380, 541611, 54151S, 611430	Applications Programmer II	Customer	\$83.29	\$85.79	\$88.37	\$91.02	\$93.75
541330ENG, 541380, 541611, 54151S, 611430	QA Specialist I	Customer	\$57.18	\$58.89	\$60.66	\$62.48	\$64.36
541330ENG, 541380, 541611, 54151S, 611430	QA Specialist II	Customer	\$69.62	\$71.71	\$73.86	\$76.08	\$78.36
541330ENG, 541380, 541611, 54151S, 611430	QA Specialist III	Customer	\$77.82	\$80.16	\$82.56	\$85.04	\$87.59
541330ENG, 541380, 541611, 54151S, 611430	Training Specialist I	Customer	\$79.88	\$82.28	\$84.74	\$87.29	\$89.90
541330ENG, 541380, 541611, 54151S, 611430	Training Specialist II	Customer	\$82.15	\$84.61	\$87.15	\$89.76	\$92.46

Service Contract Act (SCA) Matrix

SCA Eligible Contract Labor Category	SCA Equivalent Code Title	WD Number
Technician I **	30081 Engineering Technician I	2015-4591 Rev No: 6
Technician II **	30082 Engineering Technician II	2015-4591 Rev No: 6
Technician III **	30083 Engineering Technician III	2015-4591 Rev No: 6
Technician IV **	30084 Engineering Technician IV	2015-4591 Rev No: 6
Testing Technician **	30081 Engineering Technician I	2015-4591 Rev No: 6
Senior Testing Technician **	30082 Engineering Technician II	2015-4591 Rev No: 6

The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the indicated (**) SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e. nationwide).

LABOR CATEGORY DESCRIPTIONS WITH EDUCATION AND EXPERIENCE

Job Title	Detailed Position Description and functional responsibilities
Senior Engineer I	<p>Performs tasks with limited supervision. Has demonstrated knowledge in area of engineering expertise. Applies engineering principles to investigate, analyze, plan, and design, develop, implement, test or evaluate military weapons systems. Reviews and prepares engineering and technical analyses, reports, change proposals, and other technical documentation. Applies systems engineering experience to perform functions such as system integration, configuration management, quality assurance testing, or acquisition and resource management. Analyzes, designs, develops, implements, tests, or evaluates software, components, or systems related to engineering or functional requirements of military weapons systems, associated support systems. May lead execution of complex tasks.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE ENGINEERING. MINIMUM EXPERIENCE: 10 YEARS.</p>
Senior Engineer II	<p>Performs tasks with limited supervision. Has demonstrated knowledge in area of engineering expertise. Applies engineering principles to investigate, analyze, plan, and design, develop, implement, test or evaluate military weapons systems. Reviews and prepares engineering and technical analyses, reports, change proposals, and other technical documentation. Applies systems engineering experience to perform functions such as system integration, configuration management, quality assurance testing, or acquisition and resource management. Analyzes, designs, develops, implements, tests, or evaluates software, components, or systems related to engineering or functional requirements of military weapons systems, associated support systems. May lead execution of complex tasks.</p> <p>MINIMUM EDUCATION: MASTERS DEGREE ENGINEERING/PHYSICS/MATHEMATICS/COMPUTER SCIENCE.</p>

	MINIMUM EXPERIENCE: 10 YEARS.
Senior Engineer III	<p>Performs tasks with little or no guidance. Has demonstrated knowledge in area of engineering expertise. Applies engineering principles to investigate, analyze, plan, and design, develop, implement, test or evaluate military weapons systems. Reviews and prepares engineering and technical analyses, reports, change proposals, and other technical documentation. Applies systems engineering experience to perform functions such as system integration, configuration management, quality assurance testing, or acquisition and resource management. Analyzes, designs, develops, implements, tests, or evaluates software, components, or systems related to engineering or functional requirements of military weapons systems, associated support systems. May lead execution of complex tasks.</p> <p>MINIMUM EDUCATION: MASTERS DEGREE ENGINEERING/PHYSICS/MATHEMATICS/COMPUTER SCIENCE. MINIMUM EXPERIENCE: 12 YEARS.</p>
Senior Engineer IV	<p>Generally performs tasks independently. Has demonstrated knowledge in area of engineering expertise. Applies engineering principles to investigate, analyze, plan, and design, develop, implement, test or evaluate military weapons systems. Reviews and prepares engineering and technical analyses, reports, change proposals, and other technical documentation. Applies systems engineering experience to perform functions such as system integration, configuration management, quality assurance testing, or acquisition and resource management. Analyzes, designs, develops, implements, tests, or evaluates software, components, or systems related to engineering or functional requirements of military weapons systems, associated support systems. May lead execution of complex tasks.</p> <p>MINIMUM EDUCATION: MASTERS DEGREE ENGINEERING/PHYSICS/MATHEMATICS/COMPUTER SCIENCE. MINIMUM EXPERIENCE: 14 YEARS.</p>
Systems Engineer I	<p>Plans and builds an organization's systems infrastructure. Implements, modifies and designs information system. Monitors the performance of systems to ensure structural integrity. Oversee the development and installation of new hardware and software. Install and configure operating systems and other software and routinely test installed software for glitch detection and other issues. Provide technical direction to IT support staff. Ensure constant availability of technical resources. Design and implement security systems and redundant backups to maintain data safety. Write custom scripts to reduce the need for human intervention. Reports to a manager. Works on projects/matters of limited complexity in a support role.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE ENGINEERING/PHYSICS/MATHEMATICS/COMPUTER SCIENCE. MINIMUM EXPERIENCE: 2 YEARS WORK RELATED.</p>
Systems Engineer II	<p>Designs, develops, supports, and maintains the organization's systems infrastructure, including the implementation and design of hardware and software. Reviews previous documents and prepares up-to-date documents/modes/reports to</p>

	<p>meet consumer requests. Install and configure operating systems and other software and routinely test installed software for glitch detection and other issues. Provide technical direction to IT support staff. Ensure constant availability of technical resources. Design and implement security systems and redundant backups to maintain data safety. Performs end-user support. Reports to a manager. Occasionally directed in several aspects of the work.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE ENGINEERING/PHYSICS/MATHEMATICS/COMPUTER SCIENCE. MINIMUM EXPERIENCE: 4 YEARS WORK RELATED.</p>
Systems Engineer III	<p>Designs, develops, supports, and maintains the organization's systems infrastructure, including the implementation and design of hardware and software. Analyzes, develops, modifies, tests and maintains the system. Reviews previous documents and prepares up-to-date documents/modes/reports to meet consumer requests. Reports to a manager. Contributes to moderately complex aspects of a project. Work is generally independent and collaborative in nature.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE ENGINEERING/PHYSICS/MATHEMATICS/COMPUTER SCIENCE. MINIMUM EXPERIENCE: 7 YEARS WORK RELATED.</p>
Systems Engineer IV	<p>Designs, develops, supports, and maintains the organization's systems infrastructure, including the implementation and design of hardware and software. Analyzes, develops, modifies, tests and maintains the system. Reviews previous documents and prepares up-to-date documents/modes/reports to meet consumer requests. Diagnoses problems and provides recommendations for improvement on existing and new systems. Reports to a manager typically. Contributes to moderately complex aspects of a project. Work is highly independent and collaborative in nature. May assume a team lead role for the work group.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE ENGINEERING/PHYSICS/MATHEMATICS/COMPUTER SCIENCE. MINIMUM EXPERIENCE: 10 YEARS WORK RELATED.</p>
Subject Matter Expert I	<p>Understands, articulates and implements best practices related to area of expertise that are recognized and documented depicting experience in those roles and responsibilities. Depending on the work environment, the subject matter expert may lead or be an active participant of a work-group with the need for specialized knowledge. The subject matter expert provides guidance on how area of capability can resolve an organizational need and actively participates in all phases of the product development life cycle.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 10 YEARS</p>
Subject Matter Expert II	<p>Understands, articulates and implements best practices related to area of expertise that are recognized and documented depicting experience in those roles and responsibilities. Depending on the work environment, the subject matter expert may lead or be an active participant of a work-group with the need for specialized knowledge. The subject matter expert provides guidance on how area of capability can resolve an organizational need and actively participates in all phases of the product development life cycle.</p>

	MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 13 YEARS.
Subject Matter Expert III	<p>Understands, articulates and implements best practices related to area of expertise that are recognized and documented depicting experience in those roles and responsibilities. Depending on the work environment, the subject matter expert may lead or be an active participant of a work-group with the need for specialized knowledge. The subject matter expert provides guidance on how area of capability can resolve an organizational need and actively participates in all phases of the product development life cycle.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 15 YEARS.</p>
Subject Matter Expert IV	<p>Understands, articulates and implements best practices related to area of expertise that are recognized and documented depicting experience in those roles and responsibilities. Depending on the work environment, the subject matter expert may lead or be an active participant of a work-group with the need for specialized knowledge. Expertise includes but is not limited to military technical and strategic operations, field activities, executive management, DODD 5000.01 – The Defense Acquisition System, DODI 5000.02 – Operation of the Defense Acquisition System, and the Planning, Programming, and Budgeting System (PPBS). The subject matter expert provides guidance on how area of capability can resolve an organizational need and actively participates in all phases of the product development life cycle.</p> <p>MINIMUM EDUCATION: MASTERS DEGREE. MINIMUM EXPERIENCE: 20 YEARS.</p>
Subject Matter Expert V	<p>Understands, articulates and implements best practices related to area of expertise that are recognized and documented depicting experience in those roles and responsibilities. Depending on the work environment, the subject matter expert may lead or be an active participant of a work-group with the need for specialized knowledge. Expertise includes but is not limited to military technical and strategic operations, field activities, executive management, DODD 5000.01 – The Defense Acquisition System, DODI 5000.02 – Operation of the Defense Acquisition System, and the Planning, Programming, and Budgeting System (PPBS). The subject matter expert provides guidance on how area of capability can resolve an organizational need and actively participates in all phases of the product development life cycle.</p> <p>MINIMUM EDUCATION: MASTERS DEGREE. MINIMUM EXPERIENCE: 25 YEARS.</p>
Cyber Security SME I	<p>Understands, articulates and implements best practices related to area of expertise that are recognized and documented depicting experience in those roles and responsibilities. Depending on the work environment, the subject matter expert may lead or be an active participant of a work-group with the need for specialized knowledge. The subject matter expert provides guidance on how area of capability can resolve an organizational need and actively participates in all phases of the product development life cycle. Expertise includes but is not limited to Cybersecurity, Information Assurance, Software Engineering, Modeling & Simulation, Knowledge Management/Information Sharing, and emerging technologies (IoT, Big Data, Artificial Intelligence, Cloud, BlockChain).</p>

	MINIMUM EDUCATION: BACHELORS DEGREE INFORMATION TECHNOLOGY. MINIMUM EXPERIENCE: 10 YEARS
Cyber Security SME II	<p>Understands, articulates and implements best practices related to area of expertise that are recognized and documented depicting experience in those roles and responsibilities. Depending on the work environment, the subject matter expert may lead or be an active participant of a work-group with the need for specialized knowledge. The subject matter expert provides guidance on how area of capability can resolve an organizational need and actively participates in all phases of the product development life cycle. Expertise includes but is not limited to Cybersecurity, Information Assurance, Software Engineering, Modeling & Simulation, Knowledge Management/Information Sharing, and emerging technologies (IoT, Big Data, Artificial Intelligence, Cloud, BlockChain).</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE INFORMATION TECHNOLOGY. MINIMUM EXPERIENCE: 12 YEARS</p>
Cyber Security SME III	<p>Understands, articulates and implements best practices related to area of expertise that are recognized and documented depicting experience in those roles and responsibilities. Depending on the work environment, the subject matter expert may lead or be an active participant of a work-group with the need for specialized knowledge. The subject matter expert provides guidance on how area of capability can resolve an organizational need and actively participates in all phases of the product development life cycle. Expertise includes but is not limited to Cybersecurity, Information Assurance, Software Engineering, Modeling & Simulation, Knowledge Management/Information Sharing, and emerging technologies (IoT, Big Data, Artificial Intelligence, Cloud, BlockChain).</p> <p>MINIMUM EDUCATION: MASTERS DEGREE INFORMATION ASSURANCE AND CYBERSECURITY/COMPUTER SCIENCE/INFORMATION TECHNOLOGY. MINIMUM EXPERIENCE: 14 YEARS</p>
Cyber Security SME IV	<p>Understands, articulates and implements best practices related to area of expertise that are recognized and documented depicting experience in those roles and responsibilities. Depending on the work environment, the subject matter expert may lead or be an active participant of a work-group with the need for specialized knowledge. The subject matter expert provides guidance on how area of capability can resolve an organizational need and actively participates in all phases of the product development life cycle. Expertise includes but is not limited to Cybersecurity, Information Assurance, Software Engineering, Modeling & Simulation, Knowledge Management/Information Sharing, and emerging technologies (IoT, Big Data, Artificial Intelligence, Cloud, BlockChain).</p> <p>MINIMUM EDUCATION: MASTERS DEGREE INFORMATION ASSURANCE AND CYBERSECURITY/COMPUTER SCIENCE/INFORMATION TECHNOLOGY. MINIMUM EXPERIENCE: 18 YEARS</p>
Program Analyst I	Plans, develops, tests, and documents computer programs, applying knowledge of programming techniques and computer systems: Evaluates user request for new or modified program, such as for financial or human resource management system, clinical research trial results, statistical study of traffic patterns, or analyzing and developing

	<p>specifications for bridge design, to determine feasibility, cost and time required, compatibility with current system, and computer capabilities. Consults with user to identify current operating procedures and clarify program objectives. Enters program codes into computer system.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 0 YEARS.</p>
Program Analyst II	<p>Plans, develops, tests, and documents computer programs, applying knowledge of programming techniques and computer systems: Evaluates user request for new or modified program, such as for financial or human resource management system, clinical research trial results, statistical study of traffic patterns, or analyzing and developing specifications for bridge design, to determine feasibility, cost and time required, compatibility with current system, and computer capabilities. Consults with user to identify current operating procedures and clarify program objectives. Enters program codes into computer system.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 3 YEARS.</p>
Program Analyst III	<p>Plans, develops, tests, and documents computer programs, applying knowledge of programming techniques and computer systems: Evaluates user request for new or modified program, such as for financial or human resource management system, clinical research trial results, statistical study of traffic patterns, or analyzing and developing specifications for bridge design, to determine feasibility, cost and time required, compatibility with current system, and computer capabilities. Consults with user to identify current operating procedures and clarify program objectives. Enters program codes into computer system.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 5 YEARS.</p>
Program Analyst IV	<p>Plans, develops, tests, and documents computer programs, applying knowledge of programming techniques and computer systems: Evaluates user request for new or modified program, such as for financial or human resource management system, clinical research trial results, statistical study of traffic patterns, or analyzing and developing specifications for bridge design, to determine feasibility, cost and time required, compatibility with current system, and computer capabilities. Consults with user to identify current operating procedures and clarify program objectives. Enters program codes into computer system. May oversee installation of hardware and software.</p> <p>MINIMUM EDUCATION: MASTERS DEGREE. MINIMUM EXPERIENCE: 10 YEARS.</p>
Program Analyst V	<p>Plans, develops, tests, and documents computer programs, applying knowledge of programming techniques and computer systems: Evaluates user request for new or modified program, such as for financial or human resource management system, clinical research trial results, statistical study of traffic patterns, or analyzing and developing specifications for bridge design, to determine feasibility, cost and time required, compatibility with current system, and computer capabilities. Consults with user to identify current operating procedures and clarify program objectives. Enters program codes into computer system. May oversee installation of hardware and software. May assume a team</p>

	<p>lead role for the work group.</p> <p>MINIMUM EDUCATION: MASTERS DEGREE. MINIMUM EXPERIENCE: 15 YEARS.</p>
Technician I	<p>Works under supervision to perform a variety of engineering tasks which are broad in nature and are concerned with design and implementation. Additional duties: Supports the planning and performance of engineering and customer specifications; supports the technical/engineering activities related to the development and integration, of testing of a project assigned to higher level engineers; works under the supervision of a senior engineer or project manager; may perform other duties as assigned.</p> <p>MINIMUM EDUCATION: HIGH SCHOOL. MINIMUM EXPERIENCE: 0 YEAR.</p>
Technician II	<p>Works under supervision to perform a variety of engineering tasks which are broad in nature and are concerned with design and implementation. Additional duties: Supports the planning and performance of engineering and customer specifications; supports the technical/engineering activities related to the development and integration, of testing of a project assigned to higher level engineers; works under the supervision of a senior engineer or project manager; may perform other duties as assigned.</p> <p>MINIMUM EDUCATION: HIGH SCHOOL. MINIMUM EXPERIENCE: 3 YEARS.</p>
Technician III	<p>Works under minimum to no supervision to perform a variety of engineering tasks which are broad in nature and are concerned with design and implementation. Additional duties: Supports the planning and performance of engineering and customer specifications; supports the technical/engineering activities related to the development and integration, of testing of a project assigned to higher level engineers; works under the supervision of a senior engineer or project manager; may perform other duties as assigned.</p> <p>MINIMUM EDUCATION: HIGH SCHOOL. MINIMUM EXPERIENCE: 6 YEARS.</p>
Technician IV	<p>Works independently to perform a variety of engineering tasks which are broad in nature and are concerned with design and implementation. Additional duties: Supports the planning and performance of engineering and customer specifications; supports the technical/engineering activities related to the development and integration, of testing of a project assigned to higher level engineers; works under the supervision of a senior engineer or project manager; may perform other duties as assigned; can be the section or team lead and provide technical guidance and direction during job.</p> <p>MINIMUM EDUCATION: HIGH SCHOOL. MINIMUM EXPERIENCE: 9 YEARS.</p>
Project Manager I	<p>Manages and oversees all aspects of a project/program to ensure it is completed on-time and within budget. Has overall responsibility for managing scope, cost, schedule, internal staffing and outside vendors, and contractual deliverable. Prepares reports for upper management regarding status of project. Typically reports to a manager. May require certification in Project Management. Gaining exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work.</p>

	MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 5 YEARS
Project Manager II	<p>Coordinates and monitors the scheduling, pricing, and technical performance of organization programs. Negotiates and prepares contracts by considering the financial conditions, resources, and contractual requirements. Develops new business and expands product line. Ensures adherence to master plans and schedules, develops solutions to program problems, and directs work of incumbents assigned to program from various departments. Ensures projects are completed on time and within budget. Acts as advisor to program team regarding projects, tasks, and operations. Prepares proposals to win new programs. Typically reports to a department head. Has a wide and comprehensive understanding of both general and specific aspects of the job. Is capable of working on complex problems and exceptions without direct supervision.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 7 YEARS.</p>
Project Manager III	<p>Coordinates and monitors the scheduling, pricing, and technical performance of organization programs. Negotiates and prepares contracts by considering the financial conditions, resources, and contractual requirements. Develops new business and expands product line. Ensures adherence to master plans and schedules, develops solutions to program problems, and directs work of incumbents assigned to program from various departments. Ensures projects are completed on time and within budget. Acts as advisor to program team regarding projects, tasks, and operations. Prepares proposals to win new programs. Typically reports to a department head. Has a wide and comprehensive understanding of both general and specific aspects of the job. Is capable of working on complex problems and exceptions without direct supervision.</p> <p>MINIMUM EDUCATION: MASTERS DEGREE. MINIMUM EXPERIENCE: 10 YEARS.</p>
Logistics Analyst I	<p>Enhances product workflow by analyzing and developing logistics plans that affect production, distribution, and inventory. Creates and reviews procedures for distribution and inventory management to maximize customer satisfaction and minimize cost. Ensures rational distribution and delivery according to analysis report and tracking records. Reports to a supervisor or a manager. Works on projects/matters of limited complexity in a support role. Work is closely managed.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE MINIMUM EXPERIENCE: 0 YEARS.</p>
Logistics Analyst II	<p>Enhances product workflow by analyzing and developing logistics plans that affect production, distribution, and inventory. Creates and reviews procedures for distribution and inventory management to maximize customer satisfaction and minimize cost. Ensures rational distribution and delivery according to analysis report and tracking records. Reports to a supervisor or a manager. Gaining exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 4 YEARS.</p>

Logistics Analyst III	<p>Enhances product workflow by analyzing and developing logistics plans that affect production, distribution, and inventory. Creates and reviews procedures for distribution and inventory management to maximize customer satisfaction and minimize cost. Ensures rational distribution and delivery according to analysis report and tracking records. Reports to a manager. Contributes to moderately complex aspects of a project. Work is generally independent and collaborative in nature.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 7 YEARS.</p>
Test Engineer I	<p>Interacts with other engineering groups to define, document, analyze, perform, and interpret tests for products, systems, components, or modifications. Identifies functional problems and suggests resolutions. Assists in the definition of internal quality control standards and the maintenance of reliability programs. Documents and analyzes test cases and provides regular progress reports. Ensures testing procedures are in compliance with any required industry specific standards. Typically reports to a supervisor or manager. Works on projects/matters of limited complexity in a support role. Work is closely managed.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE ENGINEERING. MINIMUM EXPERIENCE: 2 YEARS.</p>
Test Engineer II	<p>Interacts with other engineering groups to define, document, analyze, perform, and interpret tests for products, systems, components, or modifications. Identifies functional problems and suggests resolutions. Defines internal quality control standards and the maintenance of reliability programs. Documents and analyzes test cases and provides regular progress reports. Ensures testing procedures are in compliance with any required industry specific standards. May coordinate with vendors or suppliers to modify or develop testing for components or other parts. Typically reports to a supervisor or manager. Gaining exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE ENGINEERING. MINIMUM EXPERIENCE: 4 YEARS.</p>
Test Engineer III	<p>Interacts with other engineering groups to define, document, analyze, perform, and interpret tests for products, systems, components, or modifications. Identifies functional problems and suggests resolutions. Defines internal quality control standards and the maintenance of reliability programs. Documents and analyzes test cases and provides feedback and recommendations for product or design changes. Ensures testing procedures are in compliance with any required industry specific standards. Contributes to the development of improvements to overall testing and quality programs for improved results. May coordinate with vendors or suppliers to modify or develop testing for components or other parts. Typically reports to a supervisor or manager. Contributes to moderately complex aspects of a project. Work is generally independent and collaborative in nature.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE ENGINEERING. MINIMUM EXPERIENCE: 7 YEARS.</p>

Test Engineer IV	<p>Provides expert judgment and analysis for the design, development and implementation of technical products and systems. Resolves highly complex technical issues and conducts advanced research. Recommends alterations to development and design to improve quality of products and/or procedures. Has extensive engineering knowledge and is considered an expert in one or more engineering specialties. Typically reports to a supervisor or manager. A specialist on complex technical and business matters. Work is highly independent. May assume a team lead role for the work group.</p> <p>MINIMUM EDUCATION: MASTERS DEGREE ENGINEERING. MINIMUM EXPERIENCE: 10 YEARS.</p>
Management Analyst I	<p>Analyze the information of the organization; its goals, business plans, future ventures and financial status and market value; review labor capabilities of the organization and know the internal functionalities of the organization, work atmosphere of the organization and their working strategies; plan strategies to make necessary changes within the organization for effective growth of the organization; develop strategic plans to increase the market value and thus, increase sales and profits for the organization; decide budgets for the future prospects of the organization and conduct risk analysis. Organize planning meetings with senior management; prepare reports and presentations for organization employees to improve work strategies and expertise.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 5 YEARS.</p>
Management Analyst II	<p>Analyze the information of the organization; its goals, business plans, future ventures and financial status and market value; review labor capabilities of the organization and know the internal functionalities of the organization, work atmosphere of the organization and their working strategies; plan strategies to make necessary changes within the organization for effective growth of the organization; develop strategic plans to increase the market value and thus, increase sales and profits for the organization; decide budgets for the future prospects of the organization and conduct risk analysis. Organize planning meetings with senior management; prepare reports and presentations for organization employees to improve work strategies and expertise.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 7 YEARS.</p>
Management Analyst III	<p>Analyze the information of the organization; its goals, business plans, future ventures and financial status and market value; review labor capabilities of the organization and know the internal functionalities of the organization, work atmosphere of the organization and their working strategies; plan strategies to make necessary changes within the organization for effective growth of the organization; develop strategic plans to increase the market value and thus, increase sales and profits for the organization; decide budgets for the future prospects of the organization and conduct risk analysis. Organize planning meetings with senior management; prepare reports and presentations for organization employees to improve work strategies and expertise.</p> <p>MINIMUM EDUCATION: MASTERS DEGREE. MINIMUM EXPERIENCE: 9 YEARS.</p>

Engineer I	<p>Responsible for ensuring faultless functioning of the various machines and other diagnostic equipment employed to perform contract services. Ensuring health and safety regulations; performing quality check for services performed in compliance with the contract; traveling to different customer locations and checking on services performed; coordinating with inventory, raw materials, sales, marketing, and logistics departments; attending Program Reviews and other meetings; and performing other tasks as assigned by the engineering manager. An entry-level engineer typically reports to an engineering manager.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE ENGINEERING. MINIMUM EXPERIENCE: 0 YEARS.</p>
Engineer II	<p>Assists in design, development, implementation, and analysis of technical products and systems. Performs simple and routine engineering design tasks with standard techniques. Assists more senior engineers in the preparation of plans, designs, computation methods and reports. Typically reports to a supervisor or manager. Gaining exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE ENGINEERING. MINIMUM EXPERIENCE: 4 YEARS.</p>
Engineer III	<p>Typically performs multiple engineering-related tasks in various assignments within the organization. Oversees the design, development, implementation, and analysis of technical products and systems. Has broad knowledge of engineering procedures and assists in the resolution of complex problems. May guide and train less experienced engineers. Typically reports to a supervisor or manager. Contributes to moderately complex aspects of a project. Work is generally independent and collaborative in nature.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE ENGINEERING. MINIMUM EXPERIENCE: 7 YEARS.</p>
Engineer IV	<p>Provides expert judgment and analysis for the design, development and implementation of technical products and systems. Resolves highly complex technical issues and conducts advanced research. Recommends alterations to development and design to improve quality of products and/or procedures. Has extensive engineering knowledge and is considered an expert in one or more engineering specialties. Typically reports to a supervisor or manager. A specialist on complex technical and business matters. Work is highly independent. May assume a team lead role for the work group.</p> <p>MINIMUM EDUCATION: MASTERS DEGREE ENGINEERING. MINIMUM EXPERIENCE: 12 YEARS.</p>
Business Analyst I	<p>Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and assists in the creation of system specifications that drive system development and implementation. Incumbents function as a liaison between IT and users and have both business and technical expertise. Reports to a manager. Works on projects/matters of limited complexity in a support role. Work is closely managed.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 0 YEARS.</p>

<p>Business Analyst II</p>	<p>Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and creates system specifications that drive system development and implementation. Incumbents function as a liaison between IT and users and have both business and technical expertise. Reports to a manager. Gaining exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 4 YEARS.</p>
<p>Business Analyst III</p>	<p>Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and creates system specifications that drive system development and implementation. Incumbents function as a liaison between IT and users and have both business and technical expertise. Reports to a manager. Contributes to moderately complex aspects of a project. Work is generally independent and collaborative in nature.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 7 YEARS.</p>
<p>Business Analyst IV</p>	<p>Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and creates system specifications that drive system development and implementation. May supervise and guide lower-level business systems analysis staff. Incumbents function as a liaison between IT and users and have both business and technical expertise. Reports to a manager or head of a unit/department. A specialist on complex technical and business matters. Work is highly independent. May assume a team lead role for the work group.</p> <p>MINIMUM EDUCATION: MASTERS DEGREE. MINIMUM EXPERIENCE: 10 YEARS.</p>
<p>IT Project Engineer I</p>	<p>Responsible for the completion of long-term IT engineering projects. Performs engineering design evaluations and works to complete projects within budget and scheduling restraints. Develops, implements, and monitors information systems policies and controls to ensure data accuracy, security, and regulatory compliance. Reviews reports of computer and peripheral equipment production, malfunction, and maintenance to determine and address problems. Typically reports to a supervisor or manager. Works on projects/matters of limited complexity in a support role. Work is closely managed.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 2 YEARS RELATED EXPERIENCE.</p>

IT Project Engineer II	<p>Responsible for the completion of long-term IT engineering projects. Performs engineering design evaluations and works to complete projects within budget and scheduling restraints. Develops, implements, and monitors information systems policies and controls to ensure data accuracy, security, and regulatory compliance. Reviews reports of computer and peripheral equipment production, malfunction, and maintenance to determine and address problems. Requires a bachelor's degree. Typically reports to a supervisor or manager. Gaining exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 4 YEARS RELATED EXPERIENCE.</p>
IT Project Engineer III	<p>Responsible for the completion of long-term IT engineering projects. Performs engineering design evaluations and works to complete projects within budget and scheduling restraints. Develops, implements, and monitors information systems policies and controls to ensure data accuracy, security, and regulatory compliance. Reviews reports of computer and peripheral equipment production, malfunction, and maintenance to determine and address problems. May require ongoing training in network/telecom seminars. Contributes to moderately complex aspects of a project. Work is generally independent and collaborative in nature.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 7 YEARS RELATED EXPERIENCE.</p>
Software Engineer I	<p>Designs and develops software applications. Performs coding, debugging, testing and troubleshooting throughout the application development process. Requires a bachelor's degree. Typically reports to a manager. Works on projects/matters of limited complexity in a support role. Work is closely managed.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE SOFTWARE ENGINEERING OR SIMILAR TECHNICAL AREA. MINIMUM EXPERIENCE: 0 YEARS.</p>
Software Engineer II	<p>Designs and develops software applications. Performs coding, debugging, testing and troubleshooting throughout the application development process. Requires a bachelor's degree. Typically reports to a manager. Gaining exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE SOFTWARE ENGINEERING OR SIMILAR TECHNICAL AREA. MINIMUM EXPERIENCE: 2 YEARS</p>
Software Engineer III	<p>Designs and develops software applications. Performs coding, debugging, testing and troubleshooting throughout the</p>

	<p>application development process. May direct a few junior level software engineers. Typically reports to a manager. Contributes to moderately complex aspects of a project. Work is generally independent and collaborative in nature.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE SOFTWARE ENGINEERING OR SIMILAR TECHNICAL AREA. MINIMUM EXPERIENCE: 4 YEARS</p>
Software Support Engineer I	<p>Troubleshoots and develops technical solutions related to software and setup errors for field engineers, technicians, and customers. Creates workaround procedures when standard procedures have failed and ensures issues are resolved in a timely fashion. Escalates urgent problems requiring more in-depth knowledge to appropriate internal resources. Typically reports to a supervisor or manager. Works on projects/matters of limited complexity in a support role. Work is closely managed.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE SOFTWARE ENGINEERING OR SIMILAR TECHNICAL AREA. MINIMUM EXPERIENCE: 0 YEARS.</p>
Software Support Engineer II	<p>Troubleshoots and develops technical solutions related to software and setup errors for field engineers, technicians, and customers. Creates workaround procedures when standard procedures have failed and ensures issues are resolved in a timely fashion. Escalates urgent problems requiring more in-depth knowledge to appropriate internal resources. Typically reports to a supervisor or manager. Gaining exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE SOFTWARE ENGINEERING OR SIMILAR TECHNICAL AREA. MINIMUM EXPERIENCE: 2 YEARS.</p>
Software Support Engineer III	<p>Troubleshoots and develops technical solutions related to software and setup errors for field engineers, technicians, and customers. Creates workaround procedures when standard procedures have failed and ensures issues are resolved in a timely fashion. Escalates urgent problems requiring more in-depth knowledge to appropriate internal resources. Typically reports to a manager. Contributes to moderately complex aspects of a project. Work is generally independent and collaborative in nature.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE SOFTWARE ENGINEERING OR SIMILAR TECHNICAL AREA. MINIMUM EXPERIENCE: 4 YEARS.</p>
Technical Trainer	<p>Participates in and conducts technical training programs. Determines training objectives. Writes training programs, including outline, text, handouts, and tests, and designs laboratory exercises. Lectures class on safety, installation, programming, maintenance, and repair of software, machinery, and equipment, following outline, handouts and texts. Administers written and practical exams and writes performance reports to evaluate</p>

	<p>trainees' performance. Typically reports to a manager. Works on projects/matters of limited complexity in a support role. Work is closely managed.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 5 YEARS.</p>
<p>Web Software Developer</p>	<p>Designs, develops, and implements software packages for websites. Troubleshoots, debugs and implements software code. Has knowledge of standard concepts, practices, and procedures within a particular field (i.e., SQL, C++, HTML, CGI and JavaScript). Typically reports to a project leader or manager. Gaining exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE SOFTWARE ENGINEERING/COMPUTER SCIENCE. MINIMUM EXPERIENCE: 2 YEARS.</p>
<p>Senior Web Software Developer</p>	<p>Consults with clients and other project team members to design, build and manage websites. Develops installation programs for websites. May negotiate contracts/agreements with software vendors and other internet companies. Familiar with a variety of the field's concepts, practices, and procedures (i.e., SQL, C++, HTML, CGI and JavaScript). Typically reports to a project leader or manager. Contributes to moderately complex aspects of a project. Work is generally independent and collaborative in nature.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE SOFTWARE ENGINEERING/COMPUTER SCIENCE. MINIMUM EXPERIENCE: 4 YEARS.</p>
<p>Web Designer</p>	<p>Designs and constructs web pages/sites including incorporating graphic user interface (GUI) features and other techniques. Provides ongoing design and maintenance of the website. Utilizes ASP pages, HTML code, and graphics software. Typically reports to a manager. Gaining exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE SOFTWARE ENGINEERING/COMPUTER SCIENCE. MINIMUM EXPERIENCE: 2 YEARS.</p>

<p>Senior Web Designer</p>	<p>Designs and constructs web pages/sites including incorporating graphic user interface (GUI) features and other techniques. Provides ongoing design and maintenance of the website. Evaluates existing web design for usability and effectiveness. Enhances designs and functionality to improve traffic. Utilizes ASP pages, HTML code, and graphics software. Typically reports to a project leader or manager. Contributes to moderately complex aspects of a project. Work is generally independent and collaborative in nature.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE SOFTWARE ENGINEERING/COMPUTER SCIENCE. MINIMUM EXPERIENCE: 4 YEARS.</p>
<p>IT Asset Management Administrator</p>	<p>Responsible for administrative duties within the IT procurement and inventory management function. Maintains records and databases containing information regarding licenses, warranties, and service agreements for the organization's hardware and software. Minimizes organizational cost through product standardization and tracking. Tracks quality throughout the product lifetime. Typically reports to a supervisor or manager. A specialist on complex technical and business matters. Work is highly independent.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 5 YEARS.</p>
<p>Risk Management Analyst</p>	<p>Provides business analysis and builds risk models to reduces operating losses and maintain maximum protection of an organization's assets. Provides risk-related support to other departments by performing analysis and modeling that maximizes profits and asset growth and minimizes credit and operating losses and other risk exposures. Identifies options and provides recommendations for the design and development of risk management systems. Utilizes data manipulation and spreadsheet capabilities to assist in identifying loss trends and administering current programs. Typically reports to a supervisor or manager. Gaining exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 3 YEARS.</p>
<p>Testing Technician</p>	<p>Performs standard testing processes on a variety of equipment and records and analyzes results. Records data from testing in standard formats and provides results to product and engineering teams. Assists technical teams with recommendations to resolve testing problems, roadblocks or equipment malfunctions that impact the performance or validity of testing. Requires knowledge of industry specific tests and testing equipment. Typically reports to a supervisor. Gaining or has attained full proficiency in a specific area of discipline. Works under moderate supervision.</p> <p>MINIMUM EDUCATION: ASSOCIATE'S DEGREE. MINIMUM EXPERIENCE: 1 YEAR.</p>

<p>Senior Testing Technician</p>	<p>Performs standard testing processes on a variety of equipment and records and analyzes results. Records data from testing in standard formats and provides results to product and engineering teams. Assists technical teams with recommendations to resolve testing problems, roadblocks or equipment malfunctions that impact the performance or validity of testing. May recommend changes in testing methods or equipment changes. Requires knowledge of industry specific tests and testing equipment. Typically reports to a supervisor. Has gained proficiency in multiple competencies relevant to the job. Works independently within established procedures associated with the specific job function.</p> <p>MINIMUM EDUCATION: ASSOCIATE'S DEGREE. MINIMUM EXPERIENCE: 3 YEARS.</p>
<p>Business Data Analyst I</p>	<p>Performs business analysis using various techniques, e.g. statistical analysis, explanatory and predictive modeling, data mining. Determines best practices and develops actionable insights and recommendations for the current business operations. Works directly with the internal or external client to identify analytical requirements. May help to produce ad hoc data and reports. May assist in implementing or developing systems to capture business operation information. May occasionally guide less experienced business data analysts. Typically reports to a supervisor or manager. Gaining exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 2 YEARS.</p>
<p>Business Data Analyst II</p>	<p>Performs advanced business analysis using various techniques, e.g. statistical analysis, explanatory and predictive modeling, data mining. Determines best practices and develops actionable insights and recommendations for the current business operations or issues. Works closely with the internal or external client to identify analytical requirements. May handle special analytical projects as needed. May assist in implementing or developing systems to capture business operation information. May oversee the work of less experienced analysts. Typically reports to a manager or head of a unit/department. Contributes to moderately complex aspects of a project. Work is generally independent and collaborative in nature.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 4 YEARS.</p>
<p>Applications Programmer I</p>	<p>Evaluates and modifies moderately complex applications programs working from detailed specifications. Codes, tests, debugs, documents, and maintains applications. Works on most phases of applications programming activities. Typically reports to a project leader or manager. Gaining exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE SOFTWARE ENGINEERING/COMPUTER SCIENCE. MINIMUM EXPERIENCE: 2 YEARS.</p>

<p>Applications Programmer II</p>	<p>Evaluates, analyzes, and modifies moderately complex application programs. Codes, tests, debugs, documents, and maintains applications. Works on most phases of applications programming activities. Analyzes and resolves problems associated with applications. Detects, diagnoses, and reports related problems. Requires a bachelor's degree. Typically reports to a project leader or manager. Contributes to moderately complex aspects of a project. Work is generally independent and collaborative in nature. Typically requires 4 to 7 years of related experience.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE SOFTWARE ENGINEERING/COMPUTER SCIENCE. MINIMUM EXPERIENCE: 4 YEARS.</p>
<p>QA Specialist I</p>	<p>Develops and implements organization and regulatory quality standards in the manufacturing facility. Knowledgeable of industry and governmental quality regulations. Audits and reviews quality data according to existing documents and procedures. Typically reports to a manager. Works on projects/matters of limited complexity in a support role. Work is closely managed.</p> <p>MINIMUM EDUCATION: ASSOCIATE'S DEGREE. MINIMUM EXPERIENCE: 0 YEARS.</p>
<p>QA Specialist II</p>	<p>Conducts activities involving quality assurance and compliance with applicable regulatory requirements. Audits and reviews quality data according to existing documents and procedures. Typically reports to a manager. Gaining exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work.</p> <p>MINIMUM EDUCATION: ASSOCIATE'S DEGREE. MINIMUM EXPERIENCE: 2 YEARS.</p>
<p>QA Specialist III</p>	<p>Develops and implements organization and regulatory quality standards in the manufacturing facility. Knowledgeable of industry and governmental quality regulations. Audits and reviews quality data according to existing documents and procedures. May need to develop policies or methods to improve quality check efficiency. Typically reports to a manager. Contributes to moderately complex aspects of a project. Work is generally independent and collaborative in nature.</p> <p>MINIMUM EDUCATION: ASSOCIATE'S DEGREE. MINIMUM EXPERIENCE: 4 YEARS.</p>
<p>Training Specialist I</p>	<p>Delivers organization training programs and workshops to employees and managers. Monitors the effectiveness of training on employees using individual or group performance results. Collects feedback on sessions from attendees to use for future improvements to content and presentation. Contributes to new training program design and existing program enhancements. Develops and creates lesson plans and training aids. May specialize in a particular subject, training program, or function of the organization. Training programs may typically include topics such as supervisory/management training, work skills training, team building, and communications. Typically reports to a manager. Gaining exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work.</p>

	MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 2 YEARS.
Training Specialist II	<p>Delivers organization training programs and workshops to employees and managers. Monitors the effectiveness of training on employees using individual or group performance results. Collects feedback on sessions from attendees to use for future improvements to content and presentation. Develops new training program design and existing program enhancements including lesson plans and training aids. May specialize in a particular subject, training program, or function of the organization. Training programs may typically include topics such as supervisory/management training, work skills training, team building, and communications. Typically reports to an executive or head of a unit/department. Contributes to moderately complex aspects of a project. Work is generally independent and collaborative in nature.</p> <p>MINIMUM EDUCATION: BACHELORS DEGREE. MINIMUM EXPERIENCE: 4 YEARS.</p>

Substitution: With the exception of Engineering Degrees OR other Technical Degrees, four (4) years of general experience is considered equivalent to a Bachelors Degree; two (2) years of general experience + Bachelors is equivalent to a Masters Degree; two (2) years of experience + Masters Degree is equivalent to a PhD. Depending upon the functional category, an Associate's Degree, vocational training, or military certification plus three (3) years experience may be substituted for Bachelors Degree.