M A C K S O N

Mackson Consulting, LLC

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Phone: 571-341-5466
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www.macksonconsulting.com
Contract Administrator: Karen Tien-Sing-Young, kyoung@atekinc.com

Contract Number: **GS-35F-0393Y**
Period Covered by Contract: **May 8, 2012 – May 7, 2027**
Business Size: **Small Business**

Schedule Title: Multiple Award Schedule
Federal Supply Group: Information Technology

Pricelist current through Modification #**PO-0029**, dated **04/25/2022.**

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

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at GSA.gov.

CUSTOMER INFORMATION:

1. **Awarded Special Item Number(s):**

SIN	Recovery	SIN Description
54151S	54151SRC	Information Technology Professional Services
OLM	OLMRC	Order Level Materials

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract: See pricing beginning on page 4.

1c. Descriptions of all corresponding commercial job titles with experience, functional responsibility and education are provided beginning on page 6.

2. **Maximum Order:** For SIN 54151S – $500,000

                         For SIN OLM – $250,000

3. **Minimum Order:** $100

4. **Geographic Coverage:** Domestic

5. **Point of Production:** Same as company address

6. **Prices Shown Herein are Net (discount deducted)**

7. **Quantity Discount:** None

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

9. **Foreign Items:** None

10. **Time of Delivery:** Mackson Consulting, LLC shall deliver or perform services in accordance with the terms negotiated in an agency's order.

10b. **Expedited Delivery:** Consult with Contractor

10c. **Overnight/2-Day Delivery:** Consult with Contractor

10d. **Urgent Requirements:** Consult with Contractor

11. **FOB Point:** Destination

12. a.Ordering Address: Mackson Consulting, LLC
1430 Spring Hill Rd, Ste. 450
McLean, VA 22102-3022

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

13. Payment Address: Mackson Consulting, LLC
1430 Spring Hill Rd, Ste. 450
McLean, VA 22102-3022

14. Warranty Provisions: Contractor's Standard Warranty

15. Export Packing charges: Not applicable

16. Terms and conditions of rental, maintenance, and repair: Not applicable

17. Terms and conditions of installation: Not applicable

18. Terms and conditions of repair parts: Not applicable

19. Terms and conditions for any other services: Not applicable

20. List of service and distribution points: Not applicable

21. List of participating dealers: Not applicable

22. Preventive maintenance: Not applicable

22a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants: Not applicable

22b. Contact Mackson Consulting, LLC for Section 508 compliance information. The EIT standards can be found at: http://www.section508.gov.

23. Unique Entity Identity (UEI) Number: L856N8JYKLC7

24. Mackson Consulting, LLC is registered in the System for Award Management (SAM) database

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GSA Hourly Pricing for SIN 54151S (w/ IFF)

Labor Category	05/08/21 - 05/07/22	05/08/22 - 05/07/23	05/08/23 - 05/07/24	05/08/24 - 05/07/25	05/08/25 - 05/07/26	05/08/26 - 05/07/27
Analyst I	$71.68	$73.40	$75.16	$76.97	$78.81	$80.70
Analyst II	$107.23	$109.81	$112.44	$115.14	$117.91	$120.73
Database Administrator I	$109.12	$111.74	$114.42	$117.17	$119.98	$122.86
Database Analyst/Programmer I	$136.37	$139.64	$142.99	$146.42	$149.94	$153.54
Development Engineer I	$129.82	$132.94	$136.13	$139.39	$142.74	$146.17
Development Engineer II	$147.27	$150.80	$154.42	$158.13	$161.92	$165.81
Development Engineer III	$184.34	$188.76	$193.30	$197.93	$202.68	$207.55
Documentation Specialist I	$71.83	$73.55	$75.32	$77.13	$78.98	$80.87
Documentation Specialist II	$96.77	$99.09	$101.47	$103.90	$106.40	$108.95
Engineer I	$114.90	$117.66	$120.48	$123.37	$126.33	$129.37
Engineer II	$161.49	$165.37	$169.34	$173.40	$177.56	$181.82
Enterprise Consultant I	$147.27	$150.80	$154.42	$158.13	$161.92	$165.81
Enterprise Consultant II	$201.81	$206.65	$211.61	$216.69	$221.89	$227.22
ERP Consultant II	$223.63	$229.00	$234.49	$240.12	$245.88	$251.79
Functional Analyst I	$95.72	$98.01	$100.37	$102.78	$105.24	$107.77
Functional Analyst II	$114.85	$117.61	$120.43	$123.32	$126.28	$129.31
Functional Analyst III	$169.57	$173.64	$177.81	$182.07	$186.44	$190.92
Information Engineer I	$123.05	$126.00	$129.02	$132.12	$135.29	$138.54
Information Engineer II	$151.39	$155.02	$158.75	$162.56	$166.46	$170.45
Information Security Specialist	$134.55	$137.78	$141.09	$144.47	$147.94	$151.49
Information Systems Engineer	$87.88	$89.99	$92.15	$94.36	$96.63	$98.94
Principal Consultant	$162.72	$166.63	$170.63	$174.72	$178.92	$183.21
Program Analyst I	$68.12	$69.75	$71.42	$73.14	$74.89	$76.69
Program Analyst II	$99.45	$101.84	$104.28	$106.79	$109.35	$111.97
Program Analyst III	$153.95	$157.65	$161.43	$165.30	$169.27	$173.33
Project Control Specialist	$90.09	$92.25	$94.46	$96.73	$99.05	$101.43
Project Manager	$147.30	$150.84	$154.46	$158.16	$161.96	$165.85
Project Scheduler I	$115.94	$118.72	$121.57	$124.49	$127.48	$130.54
Quality Assurance Engineer I	$101.03	$103.46	$105.94	$108.48	$111.08	$113.75
Quality Assurance Engineer II	$118.70	$121.55	$124.47	$127.46	$130.52	$133.65
Sr. Manager/Technical Director	$250.41	$256.42	$262.57	$268.88	$275.33	$281.94
Sr. Network Engineer	$131.19	$134.34	$137.56	$140.87	$144.25	$147.71
Sr. Project Manager	$201.81	$206.65	$211.61	$216.69	$221.89	$227.22
Subject Matter Expert I	$180.00	$184.32	$188.74	$193.27	$197.91	$202.66
Subject Matter Expert II	$207.27	$212.24	$217.34	$222.55	$227.90	$233.37
Subject Matter Expert III	$263.31	$269.63	$276.10	$282.73	$289.51	$296.46
System Analyst III	$171.28	$175.39	$179.60	$183.91	$188.33	$192.85

Systems Analyst I	$82.35	$84.33	$86.35	$88.42	$90.55	$92.72
Systems Analyst II	$123.87	$126.84	$129.89	$133.00	$136.20	$139.46
Systems Architect I	$151.63	$155.27	$159.00	$162.81	$166.72	$170.72
Systems Architect II	$163.63	$167.55	$171.58	$175.69	$179.91	$184.23
Technical Consultant	$104.98	$107.50	$110.08	$112.73	$115.43	$118.20
Web Developer	$119.64	$122.51	$125.45	$128.46	$131.55	$134.70

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

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Labor Category Descriptions

Analyst I

Functional Responsibilities: Demonstrates proficiency in analysis of business and/or systems analysis for business operations and/or specific technologies. Performs review of business needs and operations of technology procedures and programs in support of the business/systems operating needs. Can support documentation requests.

Minimum Education: Bachelor's
Minimum Experience: 2 years

Analyst II

Functional Responsibilities: Demonstrates proficiency in analysis of business and/or systems analysis for business operations and/or specific technologies. Performs review of business needs and operations of technology procedures and programs in support of the business/systems operating needs. Develops various types of deliverables that may include business process diagrams, data sets/models, and other documentation in support of the operation. Can support documentation requests. Often participates in integrated team to support project activities.

Minimum Education: Bachelor's
Minimum Experience: 2 years

Database Administrator I

Functional Responsibilities: Works in performing software engineering assignments relative to the modification and/or development of databases and software systems. Must be capable of providing technical expertise in support of use of DBMSs. Able to define file organization, indexing methods, and security procedures for specific user applications. Develops, implements, and maintains database backup and recovery procedures for the processing environments and ensures that data integrity, security, and recoverability are built into the DBMS applications. Understands and has implemented web technology. May perform other duties as instructed.

Minimum Education: Bachelor's
Minimum Experience: 4 years

Database Analyst/Programmer I

Functional Responsibilities: Works performing software engineering assignments relative to the modification and/or development of databases and software systems. Performs the design, development, implementation and maintenance of relational and/or distributed databases and data warehouses. Develops database requirements from operational documentation and user inputs. Provides technical guidance in the selection, implementation, and deployment of databases and their architecture. Ability to develop software solutions and satisfy design objectives. Possesses ability to perform data mart information systems design and management. Provides technical expertise in the use of DBMS. Evaluates and recommends available DBMS products to support validated user requirements. Functional knowledge of the concepts and practices of data warehousing. May be asked to perform other duties as necessary.

Minimum Education: Bachelor's
Minimum Experience: 4 years

Development Engineer I

Functional Responsibilities: Ability to assist in the modification, design, development, operations and maintenance and implementation of software systems and applications. Able to work in many aspects of the product development lifecycle including a wide range of solutions in support of requirements for IT projects. Interface with clients to define client scope and objectives for project areas. Applies engineering and design methods, theories, and research techniques in the solution of system requirements, hardware/software interfaces, applications, and solutions. Participates in design, development, engineering, and architecture support. Possesses and applies knowledge in one or more professional or technical specialty areas on work assignments. Applies engineering and design methods, theories, and research techniques in the investigation and solution of system requirements, hardware/software interfaces and applications, and solutions.

Minimum Education: Bachelor's
Minimum Experience: 6 years

Development Engineer II

Functional Responsibilities: Demonstrated ability to assist in the design, development, modification, operations and maintenance, and implementation of software systems and applications. Able to complete all aspects of the product development lifecycle work including a wide range of solutions in support of requirements for IT projects. Able to gather intelligence to define client scope and objectives for areas of the program, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for design, development, engineering, integration, and architecture. Possesses and applies expertise in one or more professional and/or technical specialty areas. Assignments are broad, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and preparing solutions to problems. May be asked to perform in a supervisory role.

Minimum Education: Bachelor's
Minimum Experience: 8 years

Development Engineer III

Functional Responsibilities: Understands the strategic vision of the client and the program. Demonstrated ability to manage independently or to manage a team involved in the designs, modification, operations and maintenance, development and implementation of software systems and applications. Ability to complete all aspects of the product development lifecycle (requirements, design, architecture, coding, testing and implementation) including a wide range of solutions in support of requirements for information technology projects. Ability to assess architecture and infrastructure to design and troubleshoot complex integrated systems. Ability to design, develop and implement production ready systems in an iterative environment. Responsible for understanding and gathering intelligence to define client scope and objectives for every area of the program, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions.

Possesses and applies expertise in one or more professional or technical specialty areas on multiple complex work assignments. Assignments are broad, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and preparing solutions to problems. Will have supervisory role. Interacts and reports to client project management staff on a regular basis.

Minimum Education: Bachelor's
Minimum Experience: 10 years

Documentation Specialist I
Functional Responsibilities: Assists in the preparation of documentation around business systems, including but not limited to, technical documentation, business process flows, specifications, training and user manuals, etc.) often leads the preparing, collection, filing (electronic and otherwise). Often supports financial and other administrative functions. Works independently.

Minimum Education: Bachelor's
Minimum Experience: 2 years

Documentation Specialist II
Functional Responsibilities: Assists in the preparation of documentation around business systems, including but not limited to, technical documentation, business process flows, specifications, training and user manuals, etc.) and programs. Often leads in preparing, collection, filing (electronic and otherwise) and overall summary presentation of a collection of artifacts. Often supports business, program, financial and other administrative functions. Works independently.

Minimum Education: Bachelor's
Minimum Experience: 5 years

Engineer I
Functional Responsibilities: Capable of performing general engineering activities utilizing industry accepted methodologies in support of system engineering efforts. This may include systems development, web services and data management activities.

Minimum Education: Bachelor's
Minimum Experience: 3 years

Engineer II
Functional Responsibilities: Capable of performing general engineering activities utilizing industry accepted methodologies in support of system engineering efforts. This may include application development, web services and data management/modeling activities. Ability to work individually or to lead teams to manage deliverables.

Minimum Education: Bachelor's
Minimum Experience: 8 years

Enterprise Consultant I
Functional Responsibilities: Work with business and/or technical leads to analyze and review business goals and objectives to determine appropriate solutions (both technical and process) for alternative analysis and consideration.   Work with team leads and management to provide strategic options for those functional areas that support the defined business disciplines of the organization and to provide insight into selecting the enterprise applications (such as ERP products) that set the direction and

establish an approach for a technical solution. Analyzes gap analysis and architecture for full-scale implementation. May assist with design application interfaces and the solution infrastructure baseline across the functional areas of interest. Manages   development, implementation, integration, testing and follow-on support. While considering the needs of specific business areas, as well as those of the enterprise, provides expertise on technology and industry trends that will affect enterprise solution sets, including technical platforms and network architectures. Participates in technical design reviews, validates enterprise approaches, define application systems that support redesigned or improved business processes, recommends technical architectures that lead to comprehensive business solutions, and assesses work products. May perform other duties as assigned.

Minimum Education: Bachelor's
Minimum Experience: 6 years

Enterprise Consultant II

Functional Responsibilities: Recognized for business and/or architectural expertise with regard to effectively adapting functional business requirements and processes to technical solutions based upon comprehensive enterprise application solution sets. Work with senior managers and executives to provide vision and strategic direction for those functional areas that support the defined business disciplines within the enterprise, and to provide insight into selecting the enterprise applications (such as ERP products) that set the direction and establish an approach for a technical solution. Analyzes ERP gap analysis and architecture for full-scale implementation. Designs ERP type application interfaces and the solution infrastructure baseline across the functional areas of interest. Manages ERP type development, implementation, integration, testing and follow-on support. While considering the needs of specific business areas, as well as those of the enterprise, provides expertise on technology and industry trends that will affect enterprise solution sets, including technical platforms and network architectures. May leads technical design reviews, validates enterprise approaches, define application systems that support redesigned or improved business processes, recommends technical architectures that lead to comprehensive business solutions, and assesses work products. Also responsible for developing and educating others with regard to the solution set for business and/or architecture-specific best practices. Provides guidance and direction to other professionals, acts in a consulting and/or advisory capacity; coordinates resolution of highly complex problems and tasks, possesses ability to meet and operate under deadlines. May be asked to author white papers or other documents of prestige. May perform other duties as assigned.

Minimum Education: Bachelor's
Minimum Experience: 10 years

ERP Consultant II

Functional Responsibilities: Demonstrated expertise around enterprise wide and/or ERP system management tools, applications and/or operations. Understanding of complex, multi-platform information technology (IT) infrastructure operations, hardware, software, processes and tools. Develops design/functional documents for multiple platform environments.   Also has a good understanding of Cloud Delivery Services, (Software as a Service (SAAS), Platform as a Service (PAAS) and Infrastructure as a Service (IAAS). Familiar with key business roles and knowledgeable about applying technology to business operations. Develops or executes basic functional and technical specifications and testing for system configuration, mapping, and reporting. Provides knowledge of specific software product modules or technical tools with hands-on experience and has the ability to transfer knowledge and skill. May be asked to perform additional tasks as necessary.

Minimum Education: Bachelor's
Minimum Experience: 3 years

Functional Analyst I

Functional Responsibilities: Analyzes user needs to determine functional requirements for business and/or systems.   Performs analysis to identify required tasks and their interrelationships. Applies knowledge and experience to requirements. Performs systems analysis for business and information management systems. Ability to perform configuration management support for integrated management systems. Performs testing duties to validate requirements are met. Supports the business needs of the solution being implemented. Provides fiscal and data analysis support.   May perform other duties as assigned.

Minimum Education: Bachelor's
Minimum Experience: 4 years

Functional Analyst II

Functional Responsibilities: Analyzes user needs to determine functional requirements for business and/or systems.   Performs analysis to identify required tasks and their interrelationships. Applies knowledge and experience to requirements. Designs, develops and performs feasibility studies and systems analysis for business and information management systems. Ability to perform configuration management support for integrated management systems. Performs testing duties to validate requirements are met. Supports the business needs of the solution being implemented. Provides fiscal and data analysis support. Must be able to work independently. May provide daily supervision and direction to support staff May perform other duties as assigned.

Minimum Education: Bachelor's
Minimum Experience: 6 years

Functional Analyst III

Functional Responsibilities: Analyzes user needs to determine functional requirements for business and/or systems of a complex nature.   Performs analysis to identify required tasks and their interrelationships. Applies knowledge and experience to complex requirements. Designs, develops and performs feasibility studies and systems analysis for business and information management systems. Ability to perform configuration management support for integrated management systems. Performs/leads testing duties to validate requirements are met. Supports the business needs of the solution being implemented. Provides fiscal and data analysis support as well as security and usability analysis. Ability to work closely with stakeholders to prioritize requirements and customer needs based on outcomes and goals for the program. Performs functional allocation to identify required tasks and their interrelationships. May provide daily supervision and direction to support staff. Effectively communicates with all stakeholders and project team members.

Minimum Education: Bachelor's
Minimum Experience: 10 years

Information Engineer I

Functional Responsibilities: Capable of following standard methodologies for planning, analysis, design, construction and operation and maintenance of Information systems within or across business sectors. Ability to work as part of a team in support of planning efforts and/or information planning and analysis. Ability to develop process, data models, and/or programming efforts . Ability to review systems and/or perform reverse engineering efforts, including providing supporting systems documentation.

Minimum Education: Bachelor's
Minimum Experience: 5 years

Information Engineer II

Functional Responsibilities: Capable of utilizing business acumen and applying standard methodologies for planning, analysis, design, construction and operation and maintenance of Information systems within or across business sectors.   Ability to support strategic planning efforts as both a team lead or individual contributor in information planning and analysis. Ability to develop process, data models, and/or programming efforts . Ability to review systems and/or perform reverse engineering including providing supporting systems documentation.

Minimum Education: Bachelor's
Minimum Experience: 8 years

Information Security Specialist

Functional Responsibilities: Understands all phases of information assurance and their technical risks and solutions. Reviews and recommends information security solutions to customer problems based on an understanding of products/systems and desired results. Conducts systems security analysis and implementation, system engineering, design assurance, testing, software engineering, program design, configuration management, integration and testing of security products and techniques. Solutions are based on a firm understanding of government/industry policy, practices, procedures, and customer requirements.

Minimum Education: Bachelor's
Minimum Experience: 5 years

Information Systems Engineer

Functional Responsibilities: Conducts engineering work requiring systems analysis and design using standard techniques and procedures. Ability to follow plans and configuration guidelines.   Provide site surveys, assessment and documentation of current configurations and user requirements.   Install and configure new products and develop installation schedules.

Minimum Education: Bachelor's
Minimum Experience: 2 years

Principal Consultant

Functional Responsibilities: As an individual contributor, or as part of a team defines and performs complex tasks involving business, technology, and often systems integration activities, to provide guidance on technical direction or review of current systems.   Possesses knowledge of systems engineering tasking at many levels of the architecture ranging from database, mid-tier to client facing aspects of all systems. Ability to review domain/customer environments to provide review and often recommendations.   Project execution are often part of their duties.

Minimum Education: Bachelor's
Minimum Experience: 8 years

Program Analyst I

Functional Responsibilities: Assist with the analysis of business process areas in support of organizations in an effort to support ongoing operations or to develop solutions to business challenges and/or opportunities. Provides input and develops solutions as a business, technical and specialty analyst (e.g. GIS). Supports business process improvement, requirements and functional activities. Assists senior staff in support of program objectives.   Gathers and prepares input for documentation, reporting and status updates.

Minimum Education: Bachelor's
Minimum Experience: 2 years

Program Analyst II

Functional Responsibilities: Experience with analysis in business processes. Experience supports individual and organizations and working as part of a large and/or complex organization structures working to understand the structure, polices and operations of an organization. Supports team leads and other staff in documentation and presentation of recommendations that work towards organizational goals and objectives. Provides input and develops solutions as a business, technical and specialty analyst (e.g. GIS). Supports business process improvements, requirements and functional activities. Prepares presentations and reporting for all levels of management. Works as both an individual contributor and/or team lead.

Minimum Education: Bachelor's
Minimum Experience: 5 years

Program Analyst III

Functional Responsibilities: Experience with analysis in business processes coupled with the ability to resolve complex analytic problems in all stages of a program/organization. Experience working in large and/or complex organization structures working to understand the structure, polices and operations of an organization. Ability to develop and present recommendations that work towards organizational goals and objectives. Provides both business leadership and/or technical direction for business, technical and specialty analysts (e.g. GIS). Makes recommendations for business process improvements, requirements and functional areas when needed. Prepares presentations and reporting for all levels of management. Works as both an individual contributor and/or team lead.

Minimum Education: Bachelor's
Minimum Experience: 8 years

Project Control Specialist

Functional Responsibilities: Oversees financial management and administrative activities, such as budgeting, manpower resource planning, and financial reporting. Performs evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues, which would require a report and recommend solutions. Works with scheduling, payroll and planning. Develops work breakdown structures, prepare charts, tables, graphs, and diagrams to assist in analyzing problems. May perform other duties as assigned.

Minimum Education: Bachelor's
Minimum Experience: 3 years

Project Manager

Functional Responsibilities: Manages and coordinates the implementation of projects or programs that involves managing functional and systems analysts, engineering and management professionals who have been involved in analyzing, designing, integrating, testing, documenting, converting, extending, and implementing automated information and/or telecommunications systems. Organizes, directs, and coordinates the planning and production of all activities associated with the project. Coordinates work efforts with all parties to ensure program success. Coordinates the review of work products for adherence to specifications. Ability to communicate effectively.

Minimum Education: Bachelor's

Minimum Experience: 8 years

Project Scheduler I

Functional Responsibilities: Developing, maintaining, monitoring and reporting on the project schedule using generally accepted project reporting tools, developing variance reports regarding project schedule and deliverables, developing maintaining and publishing the risk register and risk monitoring process. Reviews project requirements with project team. Updates project status on a regular basis. Communicates to stakeholders on a regular and ad hoc basis. May performs other duties as assigned.

Minimum Education: Bachelor's
Minimum Experience: 2 years

Quality Assurance Engineer I

Functional Responsibilities: Establishes and maintains a process for evaluating systems and associated documentation. Must be capable of evaluating software and associated documentation. Participates in formal and informal reviews to determine information technology quality and in the development of software quality assurance plans. Examines and evaluates the SQA process and recommends enhancements and modifications. Develops information technology quality standards and/or test plans. Prepares status reports and deliveries on the system concept to colleagues, subordinates, and end user responsibilities. May perform other duties as assigned.

Minimum Education: Bachelor's
Minimum Experience: 3 years

Quality Assurance Engineer II

Functional Responsibilities: Establishes and maintains and often directs a process for evaluating systems and associated documentation. May lead QA and testing teams and often interfaces with project team leads.   Participates in formal and informal reviews to determine information technology quality and in the development of software quality assurance plans and/or test plan development and execution. Examines and evaluates the SQA process and often directs and recommends enhancements and modifications. Develops information technology quality standards and/or test plans. Prepares status reports and deliveries on the system concept to colleagues, subordinates, and end user responsibilities. May perform other duties as assigned.

Minimum Education: Bachelor's
Minimum Experience: 5 years

Sr. Manager/ Technical Director

Functional Responsibilities: Plans and often oversees technical, administrative and/or management tasks for individual and/or multiple projects/programs.   May lead multi-disciplinary teams in an effort to complete overall project/program objectives. Makes business and/or technical recommendations based on a variety of input/sources.   Often supervises project teams at various levels.

Minimum Education: Bachelor's
Minimum Experience: 10 years

Sr. Network Engineer

Functional Responsibilities: Performs a variety of network engineering tasks which may be broad in nature and are concerned with the design, implementation or review of integrated networks, including personnel, hardware, software and support facilities and/or equipment. Provides technical and administrative direction for personnel responsible for operations tasking, including but not limited to,

telecommunications network design and/or implementation. Reviews work products for correctness, adherence to the design concept and to user standards and progress in accordance with schedules. May be responsible for designing in a Cloud Computing environment. Makes recommendations, if needed, of major installations. Prepares milestone status reports and deliveries/presentations on network progress to colleagues, subordinates, and end user representatives. Provides daily supervision and direction to support staff. May perform other duties as assigned.

Minimum Education: Bachelor's
Minimum Experience: 6 years

Sr. Project Manager

Functional Responsibilities: Manages and coordinates the implementation of complex projects and programs that involves managing functional and systems analysts, engineering and management professionals who have been involved in analyzing, designing, integrating, testing, documenting, converting, extending, and implementing automated information and/or telecommunications systems. Well versed in the domain and/or technical aspects of the project. Demonstrates proven skills in those areas addressed by the specific program to be managed. Organizes, directs, and coordinates the planning and production of all activities associated with the project. Coordinates work efforts with all parties to ensure program success. Coordinates the review of work products for adherence to specifications.   Ability to communicate effectively at all levels of management through written and oral communication.

Minimum Education: Bachelor's
Minimum Experience: 10 years

Subject Matter Expert I

Functional Responsibilities: Well versed in a single or multiple defined disciplines. Provides guidance and insight into specific business functions, requirements and/or technologies and their applications. Maintains current knowledge on defined technology disciplines. Develops requirements on a program or project's in the subject matter area for simple to moderately complex systems. Performs analysis for the preparation of recommendations for application and system modifications/ improvements.   May work in the areas of requirements, optimization, development, and/or maintenance efforts in any of the following specialties: business strategy development, information systems, networking; telecommunications, automation; communications protocols, risk management/electronic analysis, software; lifecycle management and application development methodologies. May perform other duties, as assigned.

Minimum Education: Bachelor's
Minimum Experience: 8 years

Subject Matter Expert II

Functional Responsibilities: Expert in a single or multiple defined disciplines. Defines the problems and analyzes and develops plans and requirements in the subject matter area for moderately complex to complex systems. Coordinates, review and ultimately manage the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems specifications in the following specialties: information systems architecture, networking; telecommunications, automation, communications protocols, risk management/electronic analysis, software, lifecycle management, and application development methodologies. May be asked to function in a supervisory role. Ability to communicate to a group in a public forum. May perform other duties, as assigned.

Minimum Education: Bachelor's

Minimum Experience: 12 years

Subject Matter Expert III

Functional Responsibilities: Expert in multiple defined disciplines. Defines the problems and analyzes and develops plans and requirements in the subject matter area for moderately complex to complex systems. Prepares and submits recommendations for implementation of programs and systems specifications in the following specialties: information systems architecture, networking; telecommunications, automation, communications protocols, risk management/electronic analysis, software, lifecycle management, and software development methodologies, Provides, technical, managerial, and administrative direction for problem definition, analysis, requirements development, and implementation for complex to extremely complex systems in the subject matter area. May be asked to function in a supervisory role. Ability to manage senior stakeholders at the client and within the project sponsor team.   Ability to review and approve documentation. May perform other duties, as assigned.

Minimum Education: Bachelor's
Minimum Experience: 16 years

Systems Analyst I

Functional Responsibilities: Comprehends business/function and application purpose. Formulates and defines system scope and objectives for assigned projects   Prepares specifications for system. Responsible for program design, coding, testing and troubleshooting. Has technical knowledge and responsibility for applications systems analysis and/or programming.   Responsible for quality assurance review and supporting documentation.

Minimum Education: Bachelor's
Minimum Experience: 4 years

Systems Analyst II

Functional Responsibilities: Understanding of business needs and functional purpose of the system. Formulates and defines system scope and objectives for assigned projects. Prepares specifications for project. Responsible for program design, testing and troubleshooting.   Has technical knowledge and responsibility for applications systems analysis and/or programming.   Duties also include instructing, directing and checking the work of other systems analysts and programming personnel. Responsible for quality assurance review and supporting documentation. May be asked to operate in a supervisory role.

Minimum Education: Bachelor's
Minimum Experience: 7 years

Systems Analyst III

Functional Responsibilities: Has a comprehensive understanding of business needs and functional purpose of the system.   Formulates and defines system scope and objectives for assigned projects. Oversees and often participates in the development of specifications for a project. Responsibilities may include program design, requirements, data modeling, testing and troubleshooting.   Has technical knowledge and/or responsibility for applications systems analysis and/or programming.   Duties also include instructing, directing and checking the work of other systems analysts and programming personnel. Responsible for quality assurance review and supporting documentation. May be asked to operate in a supervisory role.

Minimum Education: Bachelor's
Minimum Experience: 10 years

Systems Architect I

Functional Responsibilities: Technologist who independently performs system design and engineering tasks which are focused on the design and implementation of enterprise systems development and integration, including supporting personnel, hardware, software, and support facilities and/or equipment. Works with team of Development Engineers and/or, Network Engineers through the project.

Minimum Education: Bachelor's
Minimum Experience: 8 years

Systems Architect II

Functional Responsibilities: Senior technologist who independently performs a variety of complex system design and engineering tasks which are concerned with design and implementation of major enterprise systems development and integration, hardware, software, and support facilities and/or equipment. May lead team of engineers and other IT staff through project completion. Is often considered a Subject Matter Expert (SME) in one or more specific areas of computer system design and networking. Prepares engineering documentation. Effectively communicates with management, project team members and stakeholders.

Minimum Education: Bachelor's
Minimum Experience: 10 years

Technical Consultant

Functional Responsibilities: Provides business and/or technical support to operations teams working in new development and/or operations and maintenance of ongoing programs.

Minimum Education: Bachelor's
Minimum Experience: 2 years

Web Developer I

Functional Responsibilities: Designs, develops, troubleshoots, and deploys the software code (such as HTML, CGI, and JavaScript) for components of the application in support of projects/programs. Works with project team members to develop the interface design, and architecture of the web application. May be responsible for interface implementation. Requires strong navigation and site design instincts. Knowledgeable in web development methodology to include CM and testing. Typically requires developmental experience in web-based languages.

Minimum Education: Bachelor's
Minimum Experience: 2 years

Experience & Degree Substitution Equivalencies

Experience exceeding the minimum shown may be substituted for education. Likewise, education exceeding the minimum shown may be substituted for experience.

Equivalent Degree	Experience
Associate's	2 years relevant experience
Bachelor's	Associate's degree + 2 years relevant experience or 4 years relevant experience
Master's	Bachelor's plus 2 years relevant experience or Associate's degree + 4 years relevant experience or 6 years relevant experience
PhD	Master's + 2 years relevant experience or Bachelor's + 4 years relevant experience or Associate's + 6 years relevant experience or 8 years relevant experience