



# MACKSON

an A-TEK Company

**GENERAL SERVICES ADMINISTRATION**  
Federal Acquisition Service  
**Authorized Federal Supply Schedule FSS Price List**

**Mackson Consulting, LLC**

1430 Spring Hill Road, Suite 450  
McLean, VA 22102

(P) 703-443-6900 | (F) 703-443-0677

<https://macksonconsulting.com/>

Contract Administrator: Towanda Overton-Jones, [contracts@atekinc.com](mailto:contracts@atekinc.com)

Contract Number: 47QTCA25D006G

Contract Period: 03/12/2025- 03/11/2030

Business Size: Small Business

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

Pricelist current as of Modification PS-0009 effective 01/05/2026.

Online access to contract ordering information, terms and conditions, pricing, and the option to create an electronic delivery order are available through GSA Advantage!®. The website for GSA Advantage!® is: <https://www.GSAAdvantage.gov>.

For more information on ordering go to the following website: <https://www.gsa.gov/schedules>.

Prices Shown Herein are Net (discount deducted).

**CUSTOMER INFORMATION:**

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

<b>SIN</b>	<b>SIN Description</b>
518210C/518210CRC	Cloud Computing and Cloud Related IT Professional Services
54151HACS/54151HACSRC	Highly Adaptive Cybersecurity Services (HACS)
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. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility, and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item. See Labor Category Descriptions Page 10.**

**2. Maximum Order:** SINs 518210C, 54151HACS and 54151S - \$500,000.00  
SIN OLM - \$250,000.00.

**3. Minimum Order:** \$100.00.

**4. Geographic Coverage:** Worldwide.

**5. Point(s) of production:** Same as company address.

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

**7. Quantity discounts:** None.

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

**9. Foreign items:** None.

**10a. Time of Delivery:** Specified on the Task Order.

**10b. Expedited Delivery:** Contact Contractor.

**10c. Overnight and 2-day delivery:** Contact Contractor.

**10d. Urgent Requirements:** Contact Contractor.

**11. F.O.B Points:** Destination.

**12a. Ordering Address:** Mackson Consulting, LLC  
Contracts  
ATTN: Towanda Overton-Jones  
1430 Spring Hill Road, Suite 450  
McLean, VA 22102  
P: 703-443-6900 | F: 703-443-0677  
contracts@atekinc.com

**12b. Ordering procedures:** See Federal Acquisition Regulation (FAR) 8.405-3.

**13. Payment address:** Mackson Consulting, LLC  
Accounting  
ATTN: Kathleen Dickson  
1430 Spring Hill Road, Suite 450  
McLean, VA 22102  
P: 703-443-6900 | F: 703-443-0677  
accounting@atekinc.com

**14. Warranty provision:** Contractor's standard commercial warranty.

**15. Export Packing Charges:** N/A

**16. Terms and conditions of rental, maintenance, and repair:** N/A

**17. Terms and conditions of installation:** N/A

**18a. Terms and conditions of repair parts:** N/A

**18b. Terms and conditions for any other services:** N/A

**19. List of service and distribution points:** N/A

**20. List of participating dealers:** N/A

**21. Preventive maintenance:** N/A

**22a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A

**22b. If applicable, indicate that Section 508 compliance information is available for the information and communications technology (ICT) products and services and show where full details can be found (e.g. contractor's website or other location.) ICT accessibility standards can be found at:**  
<https://www.Section508.gov/>. N/A

**23. Unique Entity Identifier (UEI) Number:** L856N8JYKLC7

**24. Notification regarding registration in System for Award Management (SAM) database:**  
Mackson Consulting, LLC is registered in the System for Award Management.



**GSA Hourly Rates (w/IFF)  
SIN 518210C**

<b>Labor Category</b>	<b>Year 1 03/12/25 – 03/11/26</b>	<b>Year 2 03/12/26 – 03/11/27</b>	<b>Year 3 03/12/27 – 03/11/28</b>	<b>Year 4 03/12/28 – 03/11/29</b>	<b>Year 5 03/12/29 – 03/11/30</b>
Cloud Application Analyst	\$105.87	\$108.95	\$112.11	\$115.37	\$118.71
Cloud Business Analyst - Level 1	\$76.41	\$78.63	\$80.91	\$83.25	\$85.67
Cloud Database Administrator - Level 3	\$129.92	\$133.69	\$137.57	\$141.56	\$145.66
Cloud Developer - Level 1	\$102.25	\$105.21	\$108.26	\$111.41	\$114.64
Cloud Developer - Level 2	\$150.18	\$154.53	\$159.01	\$163.63	\$168.37
Cloud Developer - Level 3	\$209.60	\$215.68	\$221.93	\$228.37	\$234.99
Cloud Portal Developer	\$214.71	\$220.94	\$227.35	\$233.93	\$240.72
Cloud Program Manager	\$214.71	\$220.94	\$227.35	\$233.93	\$240.72
Cloud Program Manager - Level 3	\$155.44	\$159.94	\$164.57	\$169.35	\$174.26
Cloud Program Manager - Level 4	\$159.94	\$164.57	\$169.35	\$174.26	\$179.31
Cloud Program Manager - Level 5	\$171.31	\$176.28	\$181.39	\$186.65	\$192.06
Cloud Programmer - Level 1	\$97.55	\$100.38	\$103.29	\$106.29	\$109.37
Cloud Programmer - Level 2	\$114.13	\$117.43	\$120.84	\$124.34	\$127.95
Cloud Programmer - Level 3	\$154.11	\$158.58	\$163.17	\$167.91	\$172.78
Cloud Programmer/Analyst - Level 1	\$128.54	\$132.27	\$136.11	\$140.06	\$144.12
Cloud Programmer/Analyst - Level 2	\$137.37	\$141.35	\$145.45	\$149.67	\$154.02
Cloud Programmer/Analyst - Level 3	\$144.86	\$149.06	\$153.38	\$157.82	\$162.40

Labor Category	Year 1 03/12/25 – 03/11/26	Year 2 03/12/26 – 03/11/27	Year 3 03/12/27 – 03/11/28	Year 4 03/12/28 – 03/11/29	Year 5 03/12/29 – 03/11/30
Cloud Programmer/Analyst - Level 4	\$155.07	\$159.57	\$164.19	\$168.96	\$173.85
Cloud Programmer/Analyst - Level 5	\$167.94	\$172.81	\$177.81	\$182.97	\$188.28
Cloud Project Manager - Level 1	\$102.25	\$105.21	\$108.26	\$111.41	\$114.64
Cloud Project Manager - Level 2	\$119.93	\$123.41	\$126.98	\$130.66	\$134.45
Cloud Project Manager - Level 3	\$137.30	\$141.28	\$145.38	\$149.59	\$153.93
Cloud Project Manager - Level 4	\$157.81	\$162.39	\$167.09	\$171.94	\$176.93
Cloud Project Manager - Level 5	\$173.81	\$178.85	\$184.04	\$189.38	\$194.87
Cloud Quality Assurance Analyst	\$194.26	\$199.89	\$205.68	\$211.65	\$217.78
Cloud Quality Assurance Engineer	\$51.12	\$52.60	\$54.13	\$55.70	\$57.31
Cloud Senior Engineer - Level 2	\$153.36	\$157.80	\$162.38	\$167.08	\$171.93
Cloud Solutions Architect	\$218.80	\$225.15	\$231.68	\$238.40	\$245.31
Cloud Subject Matter Expert - Level 1	\$146.70	\$150.95	\$155.32	\$159.83	\$164.46
Cloud Subject Matter Expert - Level 2	\$156.40	\$160.94	\$165.60	\$170.41	\$175.35
Cloud Subject Matter Expert - Level 3	\$163.86	\$168.61	\$173.50	\$178.53	\$183.71
Cloud Subject Matter Expert - Level 4	\$172.48	\$177.48	\$182.63	\$187.93	\$193.38
Cloud Subject Matter Expert - Level 5	\$189.12	\$194.60	\$200.24	\$206.05	\$212.02
Cloud Subject Matter Expert - Level 6	\$200.03	\$205.83	\$211.80	\$217.94	\$224.26
Cloud Systems Administrator - Level 1	\$99.18	\$102.06	\$105.02	\$108.06	\$111.19
Cloud Systems Administrator - Level 2	\$108.82	\$111.97	\$115.21	\$118.56	\$121.99
Cloud Systems Administrator - Level 3	\$119.56	\$123.02	\$126.59	\$130.26	\$134.04
Cloud Systems Administrator - Level 4	\$137.92	\$141.92	\$146.04	\$150.27	\$154.63

Labor Category	Year 1 03/12/25 – 03/11/26	Year 2 03/12/26 – 03/11/27	Year 3 03/12/27 – 03/11/28	Year 4 03/12/28 – 03/11/29	Year 5 03/12/29 – 03/11/30
Cloud Systems Administrator - Level 5	\$148.54	\$152.86	\$157.29	\$161.85	\$166.55
Cloud UI / UX Graphic Designer - Level 1	\$75.70	\$77.89	\$80.15	\$82.48	\$84.87
Cloud UI / UX Graphic Designer - Level 2	\$81.60	\$83.97	\$86.41	\$88.92	\$91.50
Cloud UI / UX Graphic Designer - Level 3	\$117.96	\$121.39	\$124.91	\$128.53	\$132.26
Cloud UI / UX Graphic Designer - Level 4	\$127.81	\$131.52	\$135.34	\$139.26	\$143.30

**Service Contract Labor Standards:** The Service Contract Labor Standards (SCLS) are applicable to this contract as it applies to the entire Consolidated MAS 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.



**GSA Hourly Rates (w/IFF)  
SIN 54151HACS**

Labor Category	Year 1 03/12/25 – 03/11/26	Year 2 03/12/26 – 03/11/27	Year 3 03/12/27 – 03/11/28	Year 4 03/12/28 – 03/11/29	Year 5 03/12/29 – 03/11/30
Cyber Security Engineer II	\$81.51	\$83.88	\$86.31	\$88.81	\$91.39
Cyber Security Engineer III	\$122.23	\$125.77	\$129.42	\$133.18	\$137.04
Cyber Subject Matter Expert	\$161.13	\$165.80	\$170.61	\$175.56	\$180.64
Cyber Systems Administrator II	\$141.54	\$145.64	\$149.86	\$154.21	\$158.68
Cyber Systems Administrator III	\$148.54	\$152.86	\$157.29	\$161.85	\$166.55
SOC Analyst I	\$68.47	\$70.46	\$72.50	\$74.61	\$76.78
SOC Analyst II	\$102.72	\$105.70	\$108.77	\$111.92	\$115.16
SOC Analyst III	\$115.57	\$118.92	\$122.37	\$125.91	\$129.56
SOC Program Manager	\$136.97	\$140.94	\$145.03	\$149.23	\$153.56

**Service Contract Labor Standards:** The Service Contract Labor Standards (SCLS) are applicable to this contract as it applies to the entire Consolidated MAS 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.



**GSA Hourly Rates (w/IFF)  
SIN 54151S**

Labor Category	Year 1 03/12/25 – 03/11/26	Year 2 03/12/26 – 03/11/27	Year 3 03/12/27 – 03/11/28	Year 4 03/12/28 – 03/11/29	Year 5 03/12/29 – 03/11/30
Analyst I	\$76.97	\$79.20	\$81.50	\$83.87	\$86.30
Analyst II	\$115.14	\$118.48	\$121.91	\$125.45	\$129.09
Database Administrator I	\$117.17	\$120.56	\$124.06	\$127.66	\$131.36
Database Analyst/Programmer I	\$146.42	\$150.66	\$155.03	\$159.53	\$164.15
Development Engineer I	\$139.39	\$143.43	\$147.59	\$151.87	\$156.27
Development Engineer II	\$158.13	\$162.71	\$167.43	\$172.28	\$177.28
Development Engineer III	\$197.93	\$203.68	\$209.58	\$215.66	\$221.91
Documentation Specialist I	\$77.13	\$79.37	\$81.66	\$84.03	\$86.47
Documentation Specialist II	\$103.90	\$106.91	\$110.02	\$113.21	\$116.49
Engineer I	\$123.37	\$126.94	\$130.62	\$134.41	\$138.31
Engineer II	\$173.40	\$178.43	\$183.61	\$188.93	\$194.41
Enterprise Consultant I	\$158.13	\$162.71	\$167.43	\$172.28	\$177.28
Enterprise Consultant II	\$216.69	\$222.97	\$229.44	\$236.09	\$242.94
ERP Consultant II	\$240.12	\$247.08	\$254.25	\$261.62	\$269.21
Functional Analyst I	\$102.78	\$105.76	\$108.83	\$111.98	\$115.22
Functional Analyst II	\$123.32	\$126.90	\$130.58	\$134.37	\$138.27
Functional Analyst III	\$182.07	\$187.35	\$192.78	\$198.37	\$204.12
Information Engineer I	\$132.12	\$135.95	\$139.89	\$143.95	\$148.12
Information Engineer II	\$162.56	\$167.27	\$172.12	\$177.11	\$182.25
Information Security Specialist	\$144.47	\$148.66	\$152.98	\$157.41	\$161.97
Information Systems Engineer	\$94.36	\$97.10	\$99.91	\$102.81	\$105.79
Principal Consultant	\$174.72	\$179.79	\$185.00	\$190.36	\$195.88
Program Analyst I	\$73.14	\$75.26	\$77.45	\$79.70	\$82.01
Program Analyst II	\$106.79	\$109.88	\$113.07	\$116.34	\$119.72
Program Analyst III	\$165.30	\$170.10	\$175.03	\$180.11	\$185.33
Project Control Specialist	\$96.73	\$99.53	\$102.41	\$105.38	\$108.43
Project Manager	\$158.16	\$162.74	\$167.46	\$172.31	\$177.31
Project Scheduler I	\$124.49	\$128.10	\$131.82	\$135.64	\$139.57
Quality Assurance Engineer I	\$108.48	\$111.63	\$114.86	\$118.20	\$121.62
Quality Assurance Engineer II	\$127.46	\$131.15	\$134.95	\$138.86	\$142.89
Sr. Manager/Technical Director	\$268.88	\$276.68	\$284.70	\$292.95	\$301.44
Sr. Network Engineer	\$140.87	\$144.95	\$149.15	\$153.47	\$157.92
Sr. Project Manager	\$216.69	\$222.97	\$229.44	\$236.09	\$242.94
Subject Matter Expert I	\$193.27	\$198.87	\$204.63	\$210.57	\$216.68

Labor Category	Year 1 03/12/25 – 03/11/26	Year 2 03/12/26 – 03/11/27	Year 3 03/12/27 – 03/11/28	Year 4 03/12/28 – 03/11/29	Year 5 03/12/29 – 03/11/30
Subject Matter Expert II	\$222.55	\$229.01	\$235.65	\$242.48	\$249.51
Systems Analyst I	\$183.91	\$189.24	\$194.73	\$200.37	\$206.19
Systems Analyst II	\$88.42	\$90.99	\$93.63	\$96.34	\$99.13
Systems Analyst III	\$133.00	\$136.86	\$140.83	\$144.91	\$149.11
Systems Architect I	\$162.81	\$167.54	\$172.39	\$177.39	\$182.54
Systems Architect II	\$175.69	\$180.79	\$186.03	\$191.42	\$196.97
Technical Consultant	\$112.73	\$115.99	\$119.36	\$122.82	\$126.39
Web Developer	\$128.46	\$132.19	\$136.02	\$139.97	\$144.03

**Service Contract Labor Standards:** The Service Contract Labor Standards (SCLS) are applicable to this contract as it applies to the entire Consolidated MAS 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.

## Labor Category Descriptions SIN 518210C

### Cloud Application Analyst

---

**Functional Responsibilities:** Experience with analysis of Cloud applications. 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 Cloud team leads and other staff in documentation and presentation of recommendations that work towards organizational goals and objectives. Provides input and develops Cloud application solutions as a business, technical and specialty analyst (e.g. Cloud). 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:** Bachelors

**Minimum Experience:** 4 years

### Cloud Business Analyst - Level 1

---

**Functional Responsibilities:** Supports the efforts of low, moderate, and high complexity Cloud projects and programs. Formulates and defines business process and systems scope and objectives for Cloud projects through research and fact-finding activities combined with a basic understanding of business process analysis and Cloud requirements management practices and principles. Applies process improvement and re-engineering methodologies and principles to support process improvement projects by completing and analyzing Cloud business models, data models, and hybrid enterprise models, identifying best practices, documenting and assessing performance measurements, and identifying technological solutions to streamline processes. Provides/Supports group facilitation, interviewing, training, and provides additional knowledge transfer to appropriate stakeholders. Provides support to business analysis framework improvement programs by assessing and providing recommendations to various disciplines. Supports the elicitation and management of Cloud business and systems level requirements for Cloud projects and employs industry standard tools to manage requirements, configuration management, and modeling to support requirements management and/or business modeling activities. Supports the knowledge transfer of scope, requirements, and other analysis information to Cloud program and project teams to ensure successful implementation of solutions to client areas. Applies Cloud portfolio management concepts including business-IT alignment, prioritization, business cases and market surveys, and project costing techniques to basic projects. Validate Cloud solution(s) delivered meet business needs for projects as assigned. Prepares cost estimates for Cloud projects for higher level approval. Possesses analytical skills through educational background and/or work experience and has the ability to apply those skills to client engagements. Demonstrated ability in applying business analysis on basic to moderately complex Cloud projects; scoping, requirements elicitation, business process modeling, requirements management, and feasibility and cost benefit analysis. Exhibits strong communication skills; facilitation, interview, formal document writing and presentation skills.

**Minimum Education:** Bachelors

**Minimum Experience:** 2 years

### **Cloud Database Administrator - Level 3**

---

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

**Minimum Education:** Bachelors

**Minimum Experience:** 6 years

### **Cloud Developer - Level 1**

---

**Functional Responsibilities:** Ability to assist in the modification, design, development, operations and maintenance and implementation of Cloud systems and applications. Able to work in many aspects of the product development lifecycle including a wide range of Cloud solutions in support of requirements for Cloud projects. Interface with clients to define client scope and objectives for Cloud project areas. Applies Cloud engineering and design methods, theories, and research techniques in the solution of Cloud 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 Cloud assignments. Applies Cloud engineering and design methods, theories, and research techniques in the investigation and solution of Cloud system requirements, hardware/software interfaces and applications, and solutions.

**Minimum Education:** Bachelors

**Minimum Experience:** 2 years

### **Cloud Developer - Level 2**

---

**Functional Responsibilities:** Demonstrated ability to assist in the design, development, modification, operations and maintenance, and implementation of Cloud software systems and applications. Able to complete all aspects of the Cloud product development lifecycle work including a wide range of Cloud solutions in support of requirements for Cloud 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 Cloud technologies. Develops and applies Cloud engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced Cloud 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:** Bachelors

**Minimum Experience:** 5 years

### **Cloud Developer - Level 3**

---

**Functional Responsibilities:** Understands the strategic vision of the client and the Cloud 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 Cloud applications. Ability to complete all aspects of the product development lifecycle (requirements, design, architecture, coding, testing and implementation) including a wide range of Cloud solutions in support of requirements for Cloud projects. Ability to assess architecture and infrastructure to design and troubleshoot complex integrated Cloud 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 Cloud 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 Cloud applications, and solutions. Possesses and applies expertise in one or more professional or technical specialty areas on multiple complex Cloud 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:** Bachelors

**Minimum Experience:** 10 years

### **Cloud Portal Developer**

---

**Functional Responsibilities:** Designs, develops, troubleshoots, and deploys the software code (such as HTML, CGI, and JavaScript) for components of the Cloud portal application in support of Cloud projects/programs. Works with Cloud 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 Cloud portal development methodology to include CM and testing. Requires Cloud developmental experience in Cloud portal-based languages.

**Minimum Education:** Bachelors

**Minimum Experience:** 10 years

### **Cloud Program Manager**

---

**Functional Responsibilities:** Serves as the contractor's single contract manager and shall be the authorized interface with the contract level Contracting Officer's Representative (COR), government management personnel, and customer agency representatives. Responsible for formulating and enforcing Cloud work standards, assigning contractor schedules, reviewing Cloud work discrepancies, supervising contractor personnel and communicating Cloud policies, purposes, and goals of the organization to subordinates.

**Minimum Education:** Bachelors

**Minimum Experience:** 10 years

### **Cloud Program Manager - Level 3**

---

**Functional Responsibilities:** Serves as the contractor's single contract manager and shall be the authorized interface with the contract level Contracting Officer's Representative (COR), government management personnel, and customer agency representatives. Responsible for formulating and enforcing Cloud work standards, assigning contractor schedules, reviewing Cloud work discrepancies, supervising contractor personnel and communicating Cloud policies, purposes, and goals of the organization to subordinates. As a Program Manager provides technical direction and supervision of project personnel for the complete task effort. Reviews and recommends approval of subordinate work assignments. May serve as interim Deputy Program Manager during brief absences. Responsible for generating responses to single-award BPA/IDIQ requests for task order.

**Minimum Education:** Bachelors

**Minimum Experience:** 8 years

### **Cloud Program Manager - Level 4**

---

**Functional Responsibilities:** Serves as the contractor's single contract manager and shall be the authorized interface with the contract level Contracting Officer's Representative (COR), government management personnel, and customer agency representatives. Responsible for formulating and enforcing Cloud work standards, assigning contractor schedules, reviewing Cloud work discrepancies, supervising contractor personnel and communicating Cloud policies, purposes, and goals of the organization to subordinates. As a Program Manager provides technical direction and supervision of project personnel for the complete task effort. Reviews and recommends approval of subordinate work assignments. May serve as interim Deputy Program Manager during brief absences. Responsible for generating responses to single-award and multiple award BPA/IDIQ requests for task order. May interact with vendor Cloud partners under supervision from portfolio manager.

**Minimum Education:** Bachelors

**Minimum Experience:** 10 years

### **Cloud Program Manager - Level 5**

---

**Functional Responsibilities:** Serves as the contractor's single contract manager and shall be the authorized interface with the contract level Contracting Officer's Representative (COR), government management personnel, and customer agency representatives. Responsible for formulating and enforcing Cloud work standards, assigning contractor schedules, reviewing Cloud work discrepancies, supervising contractor personnel and communicating Cloud policies, purposes, and goals of the organization to subordinates. As a Program Manager provides technical direction and supervision of project personnel for the complete task effort. Reviews and recommends approval of subordinate work assignments. May serve as interim Deputy Program Manager during brief absences. Responsible for generating responses to single-award and multiple award BPA/IDIQ requests for task order. Responsible for planning strategy and tactical execution in forward years of the project. Responsible for hiring strategy. Responsible for tactical execution of strategic planning. May maintain direct relationships with Cloud vendors like AWS, Google, Azure, etc.

**Minimum Education:** Bachelors

**Minimum Experience:** 12 years

### **Cloud Programmer - Level 1**

---

**Functional Responsibilities:** Ability to assist in the modification, design, development, operations and maintenance and implementation of software systems and Cloud applications. Able to work in many aspects of the Cloud product development lifecycle including a wide range of solutions in support of requirements for Cloud projects. Interface with clients to define client scope and objectives for Cloud project areas. Applies engineering and design methods, theories, and research techniques in the solution of Cloud 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 Cloud system requirements, hardware/software interfaces and applications, and solutions.

**Minimum Education:** Bachelors

**Minimum Experience:** 2 years

### **Cloud Programmer - Level 2**

---

**Functional Responsibilities:** Demonstrated ability to assist in the design, development, modification, operations and maintenance, and implementation of Cloud software systems and applications. Able to complete all aspects of the product development lifecycle work including a wide range of Cloud solutions in support of requirements for Cloud 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 Cloud 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:** Bachelors

**Minimum Experience:** 4 years

### **Cloud Programmer - Level 3**

---

**Functional Responsibilities:** Understands the strategic vision of the client and the Cloud program. Demonstrated ability to manage independently or to manage a team involved in the designs, modification, operations and maintenance, development and implementation of Cloud 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 Cloud solutions in support of requirements for information technology projects. Ability to assess Cloud 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 Cloud 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 Cloud 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:** Bachelors

**Minimum Experience:** 6 years

### **Cloud Programmer/Analyst - Level 1**

---

**Functional Responsibilities:** Typically required to work as a team member under the supervision or direction of senior personnel. Analyzes, designs, codes, and tests system software components, databases, and applications possessing a wide range of Cloud capabilities. Has specialized experience in current and emerging Cloud technologies including DevOps and Business Intelligence technologies. Familiar with Cloud technologies referenced in the RFP. Develops plans, analyzes the problem and information to be processed; defines the problem, and develops system requirements and program/technical specifications; develops programs, tests, debugs, and refines the software; prepares program and customer-level documentation; enhances and maintains software.

**Minimum Education:** Bachelors

**Minimum Experience:** 2 years

### **Cloud Programmer/Analyst - Level 2**

---

**Functional Responsibilities:** Provides highly technical and specialized guidance, and solutions to, complex Cloud information systems challenges. This position may encompass a leading/supporting role of a Cloud Application Systems Programmer that works with a team of Cloud programmers to provide analysis, design, coding, testing and development. Has specialized experience in current and emerging Cloud technologies and frameworks, including DevOps. Analyzes, designs, codes, and tests system software components, databases, and applications possessing a wide range of Cloud capabilities. Develops plans, analyzes the problem and information to be processed; defines the problem, and develops Cloud system requirements and Cloud program/technical specifications; develops programs, tests, debugs, and refines the Cloud software; prepares program and customer-level documentation; enhances and maintains software; and provides Cloud technical expertise.

**Minimum Education:** Bachelors

**Minimum Experience:** 4 years

### **Cloud Programmer/Analyst - Level 3**

---

**Functional Responsibilities:** Provides project leadership for the planning and execution of major Cloud projects for the application system, consults with users to identify current operating procedures and to clarify Cloud program objectives. May spearhead a team of Cloud programmers to provide analysis, design, coding, testing and development. Ensures data integrity by evaluating, implementing, and managing appropriate software and hardware solutions for the Cloud application systems, to include Enterprise Programming and Service Oriented Architecture. Defines disaster recovery requirements and plans and delivers a disaster recovery solution for the Cloud applications systems. Serves as third level support for user problems, resolving complex problems. Coordinates with business units, the project management office (PMO), outside entities and IT staff to confirm compliance and risk mitigation has been met. Responsible for ensuring Cloud application systems are in compliance to security, audit policies, and procedures. Monitors the performance of the Cloud application system. Develops and maintains standard operating procedures and Cloud documentation, may write documentation to describe Cloud program development, logic, coding, and corrections. Research and troubleshoot Cloud application issues. Creates and maintains Cloud program documentation. Demonstrates experience in the relevant Cloud technologies used by the agency and as specified in the contract.

**Minimum Education:** Bachelors

**Minimum Experience:** 6 years

#### **Cloud Programmer/Analyst - Level 4**

---

**Functional Responsibilities:** Provides senior expertise, competent leadership, and highly specialized and technical analysis and guidance, to complex Cloud software engineering challenges. Has specialized experience in modern and innovative Cloud technologies not yet in wide use. Simultaneously plans, manages, and provides technical oversight for systems analysis and Cloud software development activities, including, but not limited to, analysis and design; software development cost and schedule estimation; use of accepted software/hardware engineering practices, design techniques, and tools; and review of new and legacy Cloud systems and various Cloud deployment models. Analyzes existing Cloud systems for documenting as-is Cloud system analysis and make recommendations to future Cloud designs to improve efficiency and reduce cost. Serves as an industry expert on Cloud software development tools/applications in one or more areas and has had experience with coordinating the installation, development and management of Cloud applications or products. Performs routine complex maintenance and customization of the Cloud tool or application and provides briefings to end users on the effective use of the Cloud tool or application. Transitions system development from business to system use cases. Directs completion of tasks within estimated time frames and budget constraints. Schedules and assigns duties to subordinates and formulates and enforces work standards. Coordinates with the Cloud Program Manager to ensure problem resolution and customer satisfaction. Has extensive experience in Cloud project management and specific software engineering disciplines described in an actual task order.

**Minimum Education:** Bachelors

**Minimum Experience:** 8 years

#### **Cloud Programmer/Analyst - Level 5**

---

**Functional Responsibilities:** Provides very senior expertise, competent leadership, and highly specialized and technical analysis and guidance, to complex Cloud hardware/software engineering challenges. Has specialized experience in modern and innovative Cloud technologies not yet in wide use. Simultaneously plans, manages, and provides technical oversight for Cloud systems analysis activities, including, but not limited to, analysis and design; development cost and schedule estimation; use of accepted software/hardware engineering practices, design techniques, and tools; and review of new and legacy Cloud systems and various deployment models. Analyzes existing Cloud systems to make recommendations for future designs to improve efficiency and reduce cost. Provides briefings to client staff on assessments and recommendations. Has extensive experience in Cloud systems engineering disciplines (hardware, network, telephony, and operating systems).

**Minimum Education:** Bachelors

**Minimum Experience:** 10 years

### **Cloud Project Manager - Level 1**

---

**Functional Responsibilities:** Provide management support under the direction of the Cloud program manager or Cloud project director. Must be familiar with the Cloud task order scope and project objectives, as well as the role and function of each Cloud team member, in order to effectively coordinate the activities of the Cloud team. Oversee the completion of Cloud project tasks and monitor adherence to perpetual project management process standards. Follows up on open items and track issues. Apply knowledge of the best practices for project administration to their key duties, including resource allocation, task planning and progress reporting. Oversees various tasks of a highly complex nature. Responsible for assembling the task team, assigning individual responsibilities, identifying appropriate resources needed, and developing the schedule to ensure the timely completion of the task's milestones and final acceptance. Monitors each assigned task, implements and assures adherence to task level quality and Cloud methodology standards, and keeps the Cloud Program Manager abreast of all problems and accomplishments. Anticipates problems and works to mitigate the anticipated problems. As a task leader, provides technical direction to project personnel for the complete task effort.

**Minimum Education:** Bachelors

**Minimum Experience:** 2 years

### **Cloud Project Manager - Level 2**

---

**Functional Responsibilities:** Provide management support under the direction of the Cloud program manager or Cloud project director. Must be familiar with the Cloud task order scope and project objectives, as well as the role and function of each Cloud team member, in order to effectively coordinate the activities of the Cloud team. Oversee the completion of Cloud project tasks and monitor adherence to perpetual project management process standards. Follows up on open items and track issues. Apply knowledge of the best practices for project administration to their key duties, including resource allocation, task planning and progress reporting. Oversees various tasks of a highly complex nature. Responsible for assembling the task team, assigning individual responsibilities, identifying appropriate resources needed, and developing the schedule to ensure the timely completion of the task's milestones and final acceptance. Monitors each assigned task, implements, and assures adherence to task level quality and Cloud methodology standards, and keeps the Cloud Program Manager abreast of all problems and accomplishments. Anticipates problems and works to mitigate the anticipated problems. As a task leader, provides technical direction and supervision of project personnel for the complete task effort. Reviews and recommends approval of subordinate work assignments. May supervise other Cloud project managers and technical architect resources.

**Minimum Education:** Bachelors

**Minimum Experience:** 4 years

### **Cloud Project Manager - Level 3**

---

**Functional Responsibilities:** Provide management support under the direction of the Cloud program manager or Cloud project director. Must be familiar with the Cloud task order scope and project objectives, as well as the role and function of each Cloud team member, in order to effectively coordinate the activities of the Cloud team. Oversee the completion of Cloud project tasks and monitor adherence to perpetual project management process standards. Follows up on open items and track issues. Apply knowledge of the best practices for project administration to their key duties, including resource allocation, task planning and progress reporting. Oversees various tasks of a highly complex nature. Responsible for assembling the task team, assigning individual responsibilities, identifying appropriate resources needed, and developing the schedule to ensure the timely completion of the task's milestones and final acceptance. Monitors each assigned task, implements and assures adherence to task level quality and Cloud methodology standards, and keeps the Cloud Program Manager abreast of all problems and accomplishments. Anticipates problems and works to mitigate the anticipated problems. As a task leader, provides technical direction and supervision of project personnel for the complete task effort. Reviews and recommends approval of subordinate work assignments. May serve as interim Deputy Project Manager during brief absences. May supervise other Cloud project managers and technical architect resources.

**Minimum Education:** Bachelors

**Minimum Experience:** 6 years

### **Cloud Project Manager - Level 4**

---

**Functional Responsibilities:** Provide management support under the direction of the Cloud program manager or Cloud project director. Must be familiar with the Cloud task order scope and project objectives, as well as the role and function of each Cloud team member, in order to effectively coordinate the activities of the Cloud team. Oversee the completion of Cloud project tasks and monitor adherence to perpetual project management process standards. Follows up on open items and track issues. Apply knowledge of the best practices for project administration to their key duties, including resource allocation, task planning and progress reporting. Oversees various tasks of a highly complex nature. Responsible for assembling the task team, assigning individual responsibilities, identifying appropriate resources needed, and developing the schedule to ensure the timely completion of the task's milestones and final acceptance. Monitors each assigned task, implements, and assures adherence to task level quality and Cloud methodology standards, and keeps the Cloud Program Manager abreast of all problems and accomplishments. Anticipates problems and works to mitigate the anticipated problems. As a task leader, provides technical direction and supervision of project personnel for the complete task effort. Reviews and recommends approval of subordinate work assignments. May serve as interim Deputy Project Manager during extended absences. May supervise other Cloud project managers and technical architect resources. Supervises teams of up to 50 and interacts with C-Suite level personnel (internal and customer)

**Minimum Education:** Bachelors

**Minimum Experience:** 8 years

### **Cloud Project Manager - Level 5**

---

**Functional Responsibilities:** Serves as a Deputy Cloud Program Manager responsible for overseeing the performance all Cloud project activities. Provides assistance with planning and obtaining commitments to complete tasks within established schedule and budget constraints. Interacts with clients and other stakeholders to ensure that requirements are properly understood and implemented. Proficiency in using project management tools (e.g., Microsoft Project) and techniques to develop Cloud project plans for software development projects. Ability to perform detail-oriented business and technical analysis to discover, refine, and document the requirements for technically oriented Cloud projects. Customer- and relationship-focused, process-driven, metric-focused, results-oriented, organized, self-directed. Ability to multi-task and solve Cloud problems innovatively. Proficiency in analytical, organizational, project management, interpersonal and communication skills (written and oral). Knowledge of industry standard Cloud PMO methodologies. As a task leader, provides technical direction and supervision of project personnel for the complete task effort. Reviews and recommends approval of subordinate work assignments. May serve as interim Deputy Project Manager during extended absences. May supervise other Cloud project managers and technical architect resources. Supervises teams of up to 50 and interacts with C-Suite level personnel (internal and customer). As the most senior project manager, leads standards and mentors other project managers and technical resources.

**Minimum Education:** Bachelors

**Minimum Experience:** 10 years

### **Cloud Quality Assurance Analyst**

---

**Functional Responsibilities:** Provides technical leadership in Quality Assurance (QA) Management. Applies this leadership in any phase of the Cloud systems development life cycle support as task requirements dictate. Utilizes an accomplished knowledge of Cloud quality assurance practices to develop technical and or business solutions to client problems and provides specialized guidance in the Cloud quality assurance domain. Has in depth knowledge of international standards, and industry accepted frameworks relating to Cloud quality assurance to include Capability Maturity Model Integration (CMMI) and ISO 9001. Plans, recommends, and performs changes in the client's approach to QA. Provides specialized guidance to complex Cloud systems quality management challenges. Assists client in planning and developing Cloud goals and objectives. Supports client objectives while conforming to the client's operating practices such as Rational Unified Process (RUP). Ensures that Cloud systems are compliant with established standards and requirements. Provides advice on best practices in Cloud quality assurance. Has experience in quality management disciplines and Cloud technologies described in an actual task order or task assignment.

**Minimum Education:** Bachelors

**Minimum Experience:** 10 years

### **Cloud Quality Assurance Engineer**

---

**Functional Responsibilities:** Provides highly specialized and technical guidance to complex Cloud system quality assurance challenges. Ensures that Cloud systems are compliant with established standards and requirements. Provides advice on Quality Assurance best practices, including the CMMI PPQA Practice Area. Has knowledge of international standards, and industry accepted frameworks relating to Cloud quality assurance to include Capability Maturity Model Integration (CMMI) and ISO 9001. Assists client in planning and developing goals and objectives. Supports client objectives while conforming to the client's operating practices. Ensures that Cloud systems are compliant with established Cloud standards and requirements. Has experience in quality management discipline(s) and Cloud technologies.

**Minimum Education:** Bachelors

**Minimum Experience:** 2 years

### **Cloud Senior Engineer - Level 2**

---

**Functional Responsibilities:** Design, build and deploy Cloud solutions across public, private and hybrid Cloud environments to support enterprise clients. Responsible for designing, maintaining and troubleshooting the client's infrastructure, Cloud services, network, and infrastructure security. Work closely with other Cloud teams, including project managers, engineers, and other functions. Responsible for architecting Cloud solutions and implementing networking and security best practices. Work closely with business units and Cloud vendors to gather requirements and design, price, and migrate systems to the Cloud. Provide daily monitoring, management, troubleshooting and issue resolution to Cloud systems and services hosted on Cloud resources.

**Minimum Education:** Bachelors

**Minimum Experience:** 5 years

### **Cloud Solutions Architect**

---

**Functional Responsibilities:** The Cloud Solutions Architect will support and lead the management of a Cloud-Based solution for a federal agency. The Cloud Architect position guides strategic direction and provides overarching architectural leadership for the program team and customers to evaluate and subsequently deploy Cloud solutions. The Cloud Architect is responsible for leading the technical aspects for application development initiatives within the Agency. The Cloud Architect will help build and integrate Cloud-based information and computer systems that meet specific needs. The Cloud Architect is accountable for the end-to-end customer Cloud deployment experience, from concept development to deployment. Has a proven track record of driving decisions collaboratively, resolving conflicts and ensuring follow through with exceptional verbal and written communication. Work with a diverse group of developers across organizational challenges to be solved with Cloud solutions. Facilitate development of "Cloud ready" tools and pipelines to support sustainable scalability and enable use by collaborators in the field.

**Minimum Education:** Bachelors

**Minimum Experience:** 15 years

### **Cloud Subject Matter Expert - Level 1**

---

**Functional Responsibilities:** Well versed in a single or multiple Cloud disciplines. Provides guidance and insight into specific business functions, requirements and/or Cloud technologies and their applications. Maintains current knowledge on defined Cloud technology disciplines. Develops requirements on a Cloud program or projects in the subject matter area for simple to moderately complex Cloud systems. Performs analysis for the preparation of recommendations for Cloud 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 Cloud application development methodologies. As a task leader, provides technical direction to project personnel for the complete task effort.

**Minimum Education:** Bachelors

**Minimum Experience:** 5 years

### **Cloud Subject Matter Expert - Level 2**

---

**Functional Responsibilities:** Well versed in a single or multiple Cloud disciplines. Provides guidance and insight into specific business functions, requirements and/or Cloud technologies and their applications. Maintains current knowledge on defined Cloud technology disciplines. Develops requirements on a Cloud program or projects in the subject matter area for simple to moderately complex Cloud systems. Performs analysis for the preparation of recommendations for Cloud 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 Cloud application development methodologies. As a task leader, provides technical direction to project personnel for the complete task effort. May review SME work assignments and recommend approval to the Cloud Project Manager.

**Minimum Education:** Bachelors

**Minimum Experience:** 7 years

### **Cloud Subject Matter Expert - Level 3**

---

**Functional Responsibilities:** Well versed in a single or multiple Cloud disciplines. Provides guidance and insight into specific business functions, requirements and/or Cloud technologies and their applications. Maintains current knowledge on defined Cloud technology disciplines. Develops requirements on a Cloud program or projects in the subject matter area for simple to moderately complex Cloud systems. Performs analysis for the preparation of recommendations for Cloud 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 Cloud application development methodologies. As a task leader, provides technical direction to project personnel for the complete task effort. May review SME work assignments and recommend approval to the Cloud Project Manager. May supervise SMEs across multiple projects.

**Minimum Education:** Bachelors

**Minimum Experience:** 9 years

#### **Cloud Subject Matter Expert - Level 4**

---

**Functional Responsibilities:** Well versed in a single or multiple Cloud disciplines. Provides guidance and insight into specific business functions, requirements and/or Cloud technologies and their applications. Maintains current knowledge on defined Cloud technology disciplines. Develops requirements on a Cloud program or projects in the subject matter area for simple to moderately complex Cloud systems. Performs analysis for the preparation of recommendations for Cloud 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 Cloud application development methodologies. As a task leader, provides technical direction to project personnel for the complete task effort. May review and approve SME work assignments and deliverables. May supervise SMEs across multiple projects.

**Minimum Education:** Bachelors

**Minimum Experience:** 12years

#### **Cloud Subject Matter Expert - Level 5**

---

**Functional Responsibilities:** Well versed in a single or multiple Cloud disciplines. Provides guidance and insight into specific business functions, requirements and/or Cloud technologies and their applications. Maintains current knowledge on defined Cloud technology disciplines. Develops requirements on a Cloud program or projects in the subject matter area for simple to moderately complex Cloud systems. Performs analysis for the preparation of recommendations for Cloud 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 Cloud application development methodologies. As a task leader, provides technical direction to project SME's for the complete task effort. May review and approve SME work assignments and deliverables. May supervise SMEs across multiple projects. May perform functions in multiple SME areas simultaneously, i.e. Cloud, Data Analytics, Application Architecture, etc. May serve as the Deputy Project Manager during brief absences.

**Minimum Education:** Bachelors

**Minimum Experience:** 10 years

### **Cloud Subject Matter Expert - Level 6**

---

**Functional Responsibilities:** Expert in multiple defined Cloud disciplines. Defines the problems and analyzes and develops plans and requirements in the subject matter area for moderately complex to complex Cloud systems. Prepares and submits recommendations for implementation of Cloud programs and systems specifications in the following specialties: information systems architecture, networking; telecommunications, automation, communications protocols, risk management/electronic analysis, software, lifecycle management, and Cloud software development methodologies, Provides, technical, managerial, and administrative direction for problem definition, analysis, requirements development, and implementation for complex to extremely complex Cloud 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.

**Minimum Education:** Bachelors

**Minimum Experience:** 15 years

### **Cloud Systems Administrator - Level 1**

---

**Functional Responsibilities:** Supervises and manages the daily activities of configuration and operation of Cloud systems, which may be mainframe, mini, or client/server based. Optimizes Cloud system operation and resource utilization and performs system capacity analysis and planning. Provides assistance to Cloud users in accessing and using Cloud systems.

**Minimum Education:** Bachelors

**Minimum Experience:** 1 year

### **Cloud Systems Administrator - Level 2**

---

**Functional Responsibilities:** Supervises and manages the daily activities of configuration and operation of Cloud systems, which may be mainframe, mini, or client/server based. Optimizes Cloud system operation and resource utilization and performs system capacity analysis and planning. Provides assistance to Cloud users in accessing and using Cloud systems. May oversee the work efforts of subordinate System Administrators.

**Minimum Education:** Bachelors

**Minimum Experience:** 3 years

### **Cloud Systems Administrator - Level 3**

---

**Functional Responsibilities:** Prepares Cloud system plans, monitors schedule execution, and integrates recommendations for corrective and remedial action; prepares status reports and provides technical guidance to junior engineers for development of Cloud system engineering designs and documentation.

**Minimum Education:** Bachelors

**Minimum Experience:** 5 years

#### **Cloud Systems Administrator - Level 4**

---

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

**Minimum Education:** Bachelors

**Minimum Experience:** 7 years

#### **Cloud Systems Administrator - Level 5**

---

**Functional Responsibilities:** Has a comprehensive understanding of Cloud applications and functional purpose of the system. Formulates and defines system scope and objectives for assigned Cloud projects. Oversees and often participates in the development of specifications for a Cloud project. Responsibilities may include Cloud application design, requirements, data modeling, testing, and troubleshooting. Has technical knowledge and/or responsibility for Cloud 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:** Bachelors

**Minimum Experience:** 9 years

#### **Cloud UI / UX Graphic Designer - Level 1**

---

**Functional Responsibilities:** Assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals, and reports for Cloud applications. Edits functional descriptions, system specifications, user's manuals, special reports, or any other customer deliverables and documents for Cloud applications.

**Minimum Education:** Bachelors

**Minimum Experience:** 0 years

#### **Cloud UI / UX Graphic Designer - Level 2**

---

**Functional Responsibilities:** Assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals, and reports for Cloud applications. Edits functional descriptions, system specifications, user's manuals, special reports, or any other customer deliverables and documents for Cloud applications. May perform peer reviews of subordinate work products.

**Minimum Education:** Bachelors

**Minimum Experience:** 2 years

### Cloud UI / UX Graphic Designer - Level 3

**Functional Responsibilities:** Assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals, and reports for Cloud applications. Edits functional descriptions, system specifications, user's manuals, special reports, or any other customer deliverables and documents for Cloud applications. May perform peer reviews of subordinate work products and recommend for approval.

**Minimum Education:** Bachelors

**Minimum Experience:** 4 years

### Cloud UI / UX Graphic Designer - Level 4

**Functional Responsibilities:** Assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals, and reports for Cloud applications. Edits functional descriptions, system specifications, user's manuals, special reports, or any other customer deliverables and documents for Cloud applications. May perform peer reviews of subordinate work products and approve for Program Manager submission to the client.

**Minimum Education:** Bachelors

**Minimum Experience:** 7 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.

Labor Category	Standard Qualifications		Substitution				
	Min Edu	Min Exp	PhD	Masters	Bachelors	Associates	High School
Cloud Application Analyst	Bachelors	4	0	2	N/A	6	8
Cloud Business Analyst - Level 1	Bachelors	2	0	0	N/A	4	6
Cloud Database Administrator - Level 3	Bachelors	6	2	4	N/A	8	10
Cloud Developer - Level 1	Bachelors	2	0	0	N/A	4	6
Cloud Developer - Level 2	Bachelors	5	1	3	N/A	7	9
Cloud Developer - Level 3	Bachelors	10	6	8	N/A	12	14
Cloud Portal Developer	Bachelors	10	6	8	N/A	12	14
Cloud Program Manager	Bachelors	10	6	8	N/A	12	14
Cloud Program Manager - Level 3	Bachelors	8	4	6	N/A	10	12
Cloud Program Manager - Level 4	Bachelors	10	6	8	N/A	12	14
Cloud Program Manager - Level 5	Bachelors	12	8	10	N/A	14	16
Cloud Programmer - Level 1	Bachelors	2	0	0	N/A	4	6

Labor Category	Standard Qualifications		Substitution				
	Min Edu	Min Exp	PhD	Masters	Bachelors	Associates	High School
Cloud Programmer - Level 2	Bachelors	4	0	2	N/A	6	8
Cloud Programmer - Level 3	Bachelors	6	2	4	N/A	8	10
Cloud Programmer /Analyst - Level 1	Bachelors	2	0	0	N/A	4	6
Cloud Programmer /Analyst - Level 2	Bachelors	4	0	2	N/A	6	8
Cloud Programmer /Analyst - Level 3	Bachelors	6	2	4	N/A	8	10
Cloud Programmer /Analyst - Level 4	Bachelors	8	4	6	N/A	10	12
Cloud Programmer /Analyst - Level 5	Bachelors	10	6	8	N/A	12	14
Cloud Project Manager - Level 1	Bachelors	2	0	0	N/A	4	6
Cloud Project Manager - Level 2	Bachelors	4	0	2	N/A	6	8
Cloud Project Manager - Level 3	Bachelors	6	2	4	N/A	8	10
Cloud Project Manager - Level 4	Bachelors	8	4	6	N/A	10	12
Cloud Project Manager - Level 5	Bachelors	10	6	8	N/A	12	14
Cloud Quality Assurance Analyst	Bachelors	10	6	8	N/A	12	14
Cloud Quality Assurance Engineer	Bachelors	2	0	0	N/A	4	6
Cloud Senior Engineer - Level 2	Bachelors	5	1	3	N/A	7	9
Cloud Solutions Architect	Bachelors	15	11	13	N/A	17	19
Cloud Subject Matter Expert - Level 1	Bachelors	5	1	3	N/A	7	9
Cloud Subject Matter Expert - Level 2	Bachelors	7	3	5	N/A	9	11
Cloud Subject Matter Expert - Level 3	Bachelors	9	5	7	N/A	11	13
Cloud Subject Matter Expert - Level 4	Bachelors	12	8	10	N/A	14	16
Cloud Subject Matter Expert - Level 5	Bachelors	10	6	8	N/A	12	14
Cloud Subject Matter Expert - Level 6	Bachelors	15	11	13	N/A	17	19

Labor Category	Standard Qualifications		Substitution				
	Min Edu	Min Exp	PhD	Masters	Bachelors	Associates	High School
Cloud Systems Administrator - Level 1	Bachelors	1	0	0	N/A	3	5
Cloud Systems Administrator - Level 2	Bachelors	3	0	1	N/A	5	7
Cloud Systems Administrator - Level 3	Bachelors	5	1	3	N/A	7	9
Cloud Systems Administrator - Level 4	Bachelors	7	3	5	N/A	9	11
Cloud Systems Administrator - Level 5	Bachelors	9	5	7	N/A	11	13
Cloud UI / UX Graphic Designer - Level 1	Bachelors	0	0	0	N/A	2	4
Cloud UI / UX Graphic Designer - Level 2	Bachelors	2	0	0	N/A	4	6
Cloud UI / UX Graphic Designer - Level 3	Bachelors	4	0	2	N/A	6	8
Cloud UI / UX Graphic Designer - Level 4	Bachelors	7	3	5	N/A	9	11

## Labor Category Descriptions

### SIN 54151HACS

#### Cyber Security Engineer II

**Functional Responsibilities:** The Cyber Security Engineer II supports secure software development through code-level assessments and application of cybersecurity controls under guidance. Performs static/dynamic analysis, contributes to system security documentation, and assists with security tool integration across moderately complex systems. Works closely with DevOps teams to implement secure CI/CD pipelines and maintain compliance with applicable standards. Responsibilities include conducting basic static and dynamic code analysis to detect vulnerabilities. Assists in implementing secure coding practices in coordination with development teams. Supports vulnerability remediation and ATO documentation efforts. Helps configure and tune security tools (e.g., SAST/DAST) in CI/CD pipelines. Contributes to cloud and container security reviews under supervision. Follows security baselines aligned with NIST SP 800-53 and agency-specific policies.

**Minimum Education:** Bachelors

**Minimum Experience:** 2 years

#### Cyber Security Engineer III

**Functional Responsibilities:** The Cyber Security Engineer III provides expert-level cybersecurity engineering leadership across large-scale and complex development environments. Leads secure architecture design, performs in-depth risk and vulnerability assessments, and implements enterprise-grade security solutions. Serves as subject matter expert for DevSecOps strategy, oversees penetration testing activities, and interfaces with senior stakeholders to maintain compliance and reduce risk. Responsibilities include leading secure design and code reviews across complex applications and cloud-native environments. Defines and enforces security architecture and DevSecOps standards. Conducts advanced threat modeling and oversees penetration test planning and resolution. Authors and maintains comprehensive security documentation (e.g., SSPs, POA&Ms, risk assessments). Engages with stakeholders including AOs, ISSOs, and PMs on system security posture. Leads evaluation and integration of security tools into CI/CD and cloud platforms. Mentors junior cybersecurity staff and enforces security governance practices.

**Minimum Education:** Bachelors

**Minimum Experience:** 5 years

#### Cyber Subject Matter Expert

**Functional Responsibilities:** The Cyber Subject Matter Expert provides leadership and oversight of cybersecurity teams and initiatives within federal enterprise environments. This role is responsible for implementing information security programs, ensuring regulatory compliance, and leading risk management and vulnerability mitigation efforts across diverse IT infrastructures, including cloud and hybrid systems. Responsible for directing and coordinating the execution of cybersecurity strategies and ensuring alignment with federal policies and mandates, including FISMA, NIST SP 800-53, and Executive Orders. Oversees compliance activities, security audits, and risk assessments in collaboration with internal and government stakeholders. Leads the identification, analysis, and remediation of vulnerabilities across IT assets using industry-standard security tools and frameworks. Provides strategic guidance on infrastructure and cloud security architecture, including multi-cloud environments such as AWS, Azure, and Google Cloud Platform (GCP). Drives the development and implementation of security policies, awareness training programs, and measurable performance indicators to enhance overall

security posture. Supports the documentation and maintenance of security artifacts, including System Security Plans (SSPs), Risk Assessments, and Authority to Operate (ATO) packages.

**Minimum Education:** Bachelors

**Minimum Experience:** 8 years

### **Cyber Systems Administrator II**

---

**Functional Responsibilities:** The Cyber Systems Administrator II is responsible for the design, implementation, and management of perimeter and internal network security infrastructure. This role ensures the integrity, confidentiality, and availability of network systems by configuring and monitoring firewalls, intrusion detection/prevention systems (IDS/IPS), and network access controls in accordance with federal security standards. Responsible for configuring, maintaining, and monitoring enterprise-grade firewall devices and related security appliances. Analyzes network and firewall logs to detect, investigate, and respond to suspicious or anomalous activity. Designs and enforces network segmentation, access control, and secure communications policies across enterprise and cloud environments. Supports vulnerability assessments, penetration test remediation, and continuous improvement of network security posture. Collaborates with IT, cybersecurity, and compliance teams to ensure alignment with organizational and federal security policies (e.g., NIST, FISMA). Manages VPNs, secure tunneling protocols, and remote access solutions to safeguard connectivity across distributed networks.

**Minimum Education:** Bachelors

**Minimum Experience:** 5 years

### **Cyber Systems Administrator III**

---

**Functional Responsibilities:** The Cyber Systems Administrator III programs, ensuring regulatory compliance, and leading risk management and vulnerability mitigation efforts across diverse IT infrastructures, including cloud and hybrid systems. Responsible for directing and coordinating the execution of cybersecurity strategies and ensure alignment with federal policies and mandates, including FISMA, NIST SP 800-53, and Executive Orders. Oversees compliance activities, security audits, and risk assessments in collaboration with internal and government stakeholders. Leads the identification, analysis, and remediation of vulnerabilities across IT assets using industry-standard security tools and frameworks. Provides strategic guidance on infrastructure and cloud security architecture, including multi-cloud environments such as AWS, Azure, and Google Cloud Platform (GCP). Drives the development and implementation of security policies, awareness training programs, and measurable performance indicators to enhance overall security posture. Supports the documentation and maintenance of security artifacts, including System Security Plans (SSPs), Risk Assessments, and Authority to Operate (ATO) packages.

**Minimum Education:** Bachelors

**Minimum Experience:** 8 years

### **SOC Analyst I**

---

**Functional Responsibilities:** The SOC Analyst I supports cybersecurity operations by monitoring alerts, conducting initial triage, and escalating potential threats in accordance with established protocols. This role acts as a frontline responder within the Cybersecurity Operations Center (SOC), collaborating with team members to ensure timely identification, analysis, and escalation of security incidents. Responsible for monitoring security tools and dashboards to identify alerts, anomalies, and potential security events

in real time. Performs initial assessment and triage of alerts to determine severity, impact, and required escalation to higher-level SOC analysts. Escalates incidents to Level III analysts or other appropriate resources in accordance with standard operating procedures. Provides Level I/II technical support for cybersecurity monitoring, incident response coordination, and log analysis. Maintains daily and weekly activity summaries, incident status updates, and communication with SOC leadership. Collaborates with other SOC personnel to ensure seamless incident handoff and continuity of operations. Assists in refining alerting rules, detection logic, and response playbooks based on lessons learned from incident reviews. Participates in shift handovers, team meetings, and operational briefings to ensure situational awareness across SOC functions.

**Minimum Education:** Bachelors

**Minimum Experience:** 2 years

### **SOC Analyst II**

---

**Functional Responsibilities:** The SOC Analyst II serves as an intermediate-level cybersecurity operations analyst responsible for daily threat monitoring, triage, and incident response within the Security Operations Center (SOC). The Analyst II focuses on identifying and responding to routine to moderately complex security events, escalating as needed, and supporting SOC tool optimization. This role provides mentorship to junior staff and contributes to the development of basic detection content and response playbooks. Responsible for monitoring SIEM, EDR, and IDS/IPS systems for security alerts. Triage, analyze, and respond to alerts using predefined procedures. Performs initial log analysis to determine scope and potential impact. Escalates complex events to senior SOC staff or incident response teams. Participates in tuning of security alerting systems to reduce false positives. Supports after-action documentation and basic threat hunting. Assists in onboarding and mentoring Tier I SOC Analysts. Contributes to continuous improvement by documenting detection gaps.

**Minimum Education:** Bachelors

**Minimum Experience:** 5 years

### **SOC Analyst III**

---

**Functional Responsibilities:** The SOC Analyst III is a senior-level cybersecurity professional with deep expertise in threat detection, incident response, and security analytics. This role leads response efforts for advanced and high-impact security incidents, develops custom detection logic, and conducts proactive threat hunting. The Analyst III also drives playbook development, post-incident analysis, and serves as a technical mentor and escalation point for junior SOC personnel. Responsibilities includes leading response to complex and high-severity cyber incidents, including advanced persistent threats (APTs). Designs and implements advanced SIEM correlation rules, threat detection logic, and SOAR workflows. Conducts proactive threat hunting across large-scale datasets and threat landscapes. Leads forensic investigations and root cause analysis of critical incidents. Coordinates with stakeholders for containment, eradication, and recovery efforts. Drives SOC optimization initiatives, including metrics development and maturity assessments. Provides technical leadership, mentoring, and peer reviews of incident handling. Authors and present executive-level incident briefings and lessons-learned reports.

**Minimum Education:** Bachelors

**Minimum Experience:** 8 years

### SOC Program Manager

**Functional Responsibilities:** The SOC Program Manager oversees all aspects of Cybersecurity Operations Center (SOC) activities, including day-to-day operations, incident response coordination, reporting, performance monitoring, and compliance with service-level agreements (SLAs). This role ensures the organization maintains an effective cybersecurity posture through proactive monitoring, timely incident management, and the implementation of standardized security procedures. Responsible for leading and managing the SOC function, ensuring operational readiness to detect, analyze, respond to, and report on cybersecurity threats and incidents. Oversees the design, implementation, and maintenance of SOC policies, processes, and procedures, including rules of engagement, incident escalation protocols, and access control. Coordinates daily, weekly, and monthly reporting on SOC performance, incident summaries, and SLA adherence to key stakeholders and leadership. Ensures security controls, tools, and technologies are in place to provide full visibility across IT environments and to support timely response to emerging threats. Supervises and directs SOC staff, including scheduling, coverage planning, resource availability tracking, and incident response coordination. Develops and refines incident response procedures to minimize impact and reduce organizational risk. Provides detailed monthly performance reports including key performance indicators (KPIs), incident summaries, task updates, and schedules for upcoming activities. Coordinates with broader cybersecurity and IT teams to support enterprise security initiatives and compliance requirements. Ensures continuity of SOC operations during planned or unplanned outages through resource planning and failover strategies.

**Minimum Education:** Bachelors

**Minimum Experience:** 8 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.

Labor Category	Standard Qualifications		Substitution				
	Min Edu	Min Exp	PhD	Masters	Bachelors	Associates	High School
Cyber Security Engineer II	Bachelors	2	0	0	N/A	4	6
Cyber Security Engineer III	Bachelors	5	1	3	N/A	7	9
Cyber Subject Matter Expert	Bachelors	8	4	6	N/A	10	12
Cyber Systems Administrator II	Bachelors	5	1	3	N/A	7	9
Cyber Systems Administrator III	Bachelors	8	4	6	N/A	10	12
SOC Analyst I	Bachelors	2	0	0	N/A	4	6
SOC Analyst II	Bachelors	5	1	3	N/A	7	9
SOC Analyst III	Bachelors	8	4	6	N/A	10	12

Labor Category	Standard Qualifications		Substitution				
	Min Edu	Min Exp	PhD	Masters	Bachelors	Associates	High School
SOC Program Manager	Bachelors	8	4	6	N/A	10	12

## Labor Category Descriptions SIN 54151S

### 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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**Minimum Experience:** 2 years

### **Program Analyst II**

---

**Functional Responsibilities:** Experience with analysis in business processes . Experience support 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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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 projects 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:** Bachelors

**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:** Bachelors

**Minimum Experience:** 12 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:** Bachelors

**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:** Bachelors

**Minimum Experience:** 7 years

### **System 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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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:** Bachelors

**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.

Labor Category	Standard Qualifications		Substitution				
	Min Edu	Min Exp	PhD	Masters	Bachelors	Associates	High School
Analyst I	Bachelors	2	0	0	N/A	4	6
Analyst II	Bachelors	2	0	0	N/A	4	6
Database Administrator I	Bachelors	4	0	2	N/A	6	8
Database Analyst/Programmer I	Bachelors	4	0	2	N/A	6	8
Development Engineer I	Bachelors	6	2	4	N/A	8	10
Development Engineer II	Bachelors	8	4	6	N/A	10	12
Development Engineer III	Bachelors	10	6	8	N/A	12	14
Documentation Specialist I	Bachelors	2	0	0	N/A	4	6

Labor Category	Standard Qualifications		Substitution				
	Min Edu	Min Exp	PhD	Masters	Bachelors	Associates	High School
Documentation Specialist II	Bachelors	5	1	3	N/A	7	9
Engineer I	Bachelors	3	0	1	N/A	5	7
Engineer II	Bachelors	8	4	6	N/A	10	12
Enterprise Consultant I	Bachelors	6	2	4	N/A	8	10
Enterprise Consultant II	Bachelors	10	6	8	N/A	12	14
ERP Consultant II	Bachelors	3	0	1	N/A	5	7
Functional Analyst I	Bachelors	4	0	2	N/A	6	8
Functional Analyst II	Bachelors	6	2	4	N/A	8	10
Functional Analyst III	Bachelors	10	6	8	N/A	12	14
Information Engineer I	Bachelors	5	1	3	N/A	7	9
Information Engineer II	Bachelors	8	4	6	N/A	10	12
Information Security Specialist	Bachelors	5	1	3	N/A	7	9
Information Systems Engineer	Bachelors	2	0	0	N/A	4	6
Principal Consultant	Bachelors	8	4	6	N/A	10	12
Program Analyst I	Bachelors	2	0	0	N/A	4	6
Program Analyst II	Bachelors	5	1	3	N/A	7	9
Program Analyst III	Bachelors	8	4	6	N/A	10	12
Project Control Specialist	Bachelors	3	0	1	N/A	5	7
Project Manager	Bachelors	8	4	6	N/A	10	12
Project Scheduler I	Bachelors	2	0	0	N/A	4	6
Quality Assurance Engineer I	Bachelors	3	0	1	N/A	5	7
Quality Assurance Engineer II	Bachelors	5	1	3	N/A	7	9
Sr. Manager/Technical Director	Bachelors	10	6	8	N/A	12	14
Sr. Network Engineer	Bachelors	6	2	4	N/A	8	10
Sr. Project Manager	Bachelors	10	6	8	N/A	12	14
Subject Matter Expert I	Bachelors	8	4	6	N/A	10	12
Subject Matter Expert II	Bachelors	12	8	10	N/A	14	16
Systems Analyst I	Bachelors	4	0	2	N/A	6	8
Systems Analyst II	Bachelors	7	3	5	N/A	9	11
Systems Analyst III	Bachelors	10	6	8	N/A	12	14
Systems Architect I	Bachelors	8	4	6	N/A	10	12
Systems Architect II	Bachelors	10	6	8	N/A	12	14
Technical Consultant	Bachelors	2	0	0	N/A	4	6
Web Developer	Bachelors	2	0	0	N/A	4	6