

APPENDIX B - SIN 132-51 FSS PRICE LIST AND LABOR CATEGORY DESCRIPTIONS

<i>SIN 132-51 Labor Category</i>	<i>GSA Rate</i>
Applications Programmer - Junior	\$75.46
Applications Programmer - Mid-Level	\$94.38
Applications Programmer - Senior	\$110.21
Configuration Management (CM) Specialist - Mid-Level	\$70.73
COMSEC/TEMPEST Specialist - Junior	\$79.08
Database Analyst- Junior	\$77.98
Database Analyst- Mid-Level	\$93.34
Database Analyst- Senior	\$98.97
Logistics Specialist - Junior	\$53.69
Logistics Specialist - Mid-Level	\$78.97
Logistics Specialist - Senior	\$95.29
Information Assurance/Cybersecurity Engineer- Junior	\$75.85
Information Assurance/Cybersecurity Engineer- Mid-Level	\$88.39
Information Assurance/Cybersecurity Engineer- Senior	\$96.08
Information Assurance/Cybersecurity - Principal	\$125.10
Strategic Planner - Mid Level	\$109.79
IO Analyst- Mid Level	\$114.40
Intelligence Analyst - Senior	\$118.64
Irregular Warfare Analyst - Mid-Level	\$104.33
PKI Engineer - Senior	\$125.10
PKI Engineer - Mid-Level	\$105.44
HBSS Engineer - Senior	\$120.62
HBSS Engineer - Mid-Level	\$102.76
Cyber Analyst/Engineer- Junior	\$68.37
Cyber Analyst/Engineer- Mid-Level	\$77.07
Cyber Analyst/Engineer- Senior	\$93.43
Cyber Analyst/Engineer - Principal	\$130.71
Computer Security Specialist - Senior	\$101.55
Computer Security Specialist - Mid-Level	\$95.75
Computer Security Specialist - Junior	\$80.56
Network Communications Engineer- Junior	\$67.40
Network Communications Engineer- Mid-Level	\$87.74
Network Communications Engineer- Senior	\$100.48
Network Communications Engineer- Principal	\$129.85
Program Manager	\$132.46
Project Manager	\$117.28
Quality Assurance (QA) Specialist - Mid-Level	\$77.04
SME Analyst- Junior	\$122.57
SME Analyst- Mid Level	\$126.59
SME Analyst- Senior	\$149.86
SME Analyst- Principal	\$164.63
SME Engineer- Junior	\$64.78

SME Engineer- Mid-Level	\$73.50
SME Engineer- Senior	\$97.75
SME Engineer- Principal	\$147.24
SME Trainer- Junior	\$48.13
SME Trainer- Mid-Level	\$66.79
SME Trainer-Senior	\$77.75
Software Analyst/Tester - Junior	\$66.01
Software Analyst/Tester - Mid-Level	\$78.47
Software Analyst/Tester - Senior	\$93.80
Software Engineer- Junior	\$72.10
Software Engineer- Mid-Level	\$84.72
Software Engineer- Senior	\$101.35
Systems Analyst - Mid-Level	\$79.37
Systems Analyst - Senior	\$97.37
Systems Analyst- Principal	\$130.85
Systems Architect - Senior	\$145.02
Systems Architect- Principal	\$153.40
Systems Engineer- Senior	\$120.30

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<i>SIN 132-51 Labor Category</i>	<i>Years</i>	<i>Functional Responsibility</i>	<i>Education</i>
Applications Programmer - Junior	0-2	Analyzes functional business applications and High-Level Design specifications for software systems. Designs and develops computer software. Tests, debugs and refines computer software to produce the required product. Prepares required documentation including program-level and user-level. Enhances and maintains software to reduce operating time or improve efficiency.	BA/BS
Applications Programmer - Mid-Level	>3	Analyzes functional business applications and High-Level Design specifications for software systems. Designs and develops computer software. Tests, debugs and refines computer software to produce the required product. Prepares required documentation including program-level and user-level. Enhances and maintains software to reduce operating time or improve efficiency.	BA/BS
Applications Programmer - Senior	>7	Analyzes functional business applications and High-Level Design specifications for software systems. Designs and develops computer software. Tests, debugs and refines computer software to produce the required product. Prepares required documentation including program-level and user-level. Enhances and maintains software to reduce operating time or improve efficiency.	BA/BS
Configuration Management (CM) Specialist - Mid-Level	>3	Conducts CM Plan Reviews, and escalates issues as necessary. Conducts periodic oversight meetings with projects to ensure compliance with CM policies and procedures. Conducts CM Audits, and escalates issues as necessary. Provides CM mentoring and support to projects by assisting in configuration of CM tools, and communicating industry best practices and innovations related to CM. Applies Software Development Life Cycle and product development processes and knowledge of process improvement models such as CMMI, SW-CMM, or Six Sigma. Uses CM concepts, processes, and standards for configuration planning, configuration identification, configuration control, configuration status accounting, configuration auditing, and CM tools. Measures and reports CM activities. Ensures subcontractor compliance by monitoring and reporting subcontractor CM activities, and escalating issues as necessary. Continuously improves CM processes by suggesting and implementing associated improvement proposals. Capable of documenting, analyzing, evaluating, and tracking status of change requests. Capable of coordinating and conducting configuration control board meetings.	BA/BS
COMSEC/TEMPEST Specialist - Junior	0-2	Evaluate, update, and transmit to shareholders the emerging TEMPEST documents and make recommendations on implementation. Visually inspect assigned units. Observe, Evaluate, and make recommendations concerning Instrumented TEMPEST Survey (ITS) on same. Participate in TEMPEST forums to help formulate national level TEMPEST response and policies. Evaluate reports from field for accuracy, consistency and trend analysis. Make recommendations on reporting guidelines to better provide a consistent, useful document to the field for correction and to CC/S/A's for analysis. Review past TEMPEST inspection reports for trend analysis. Maintain TEMPEST and installation reference library and respond to TEMPEST inquiries. Support SS/C/A's on installation guidance, report formatting, and inspection requirements. Discover and evaluate outside sources critical to TEMPEST efforts. Identify source of criticism. Evaluate validity of concerns. If concerns are invalid, identify sources of incorrect criticism, evaluate	Completed TEMPEST Courses

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		competency in TEMPEST field, prepare for future comments, and provide evaluations and responses as needed. Prepare and recommend responses to ensure senior personnel have an understanding of the TEMPEST program, actions that have been taken, and what basis is used to evaluate criticism. Respond to and provide training for Field TEMPEST Inspection personnel. Provide guidance and training for personnel associated with TEMPEST concerns. Attend meetings and represent CTTA as directed. Review and comment on papers and instructions as needed (ex. draft CNSS Instruction 7003, Protected Distribution Systems.)	
Database Analyst- Junior	0-2	Reviews, evaluates, designs, implements and maintains client database's]. Identifies data sources, constructs data decomposition diagrams, provides data flow diagrams and documents the process. Writes codes for database access, modifications, and constructions including stored procedures. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be mid-level contributor/specialist. A wide degree of creativity and latitude is expected. Typically reports to a Project manager or higher lever DB Analyst, depending on the complexity and scope of the project.	BA/BS
Database Analyst- Mid-Level	>3	Reviews, evaluates, designs, implements and maintains client database's]. Identifies data sources, constructs data decomposition diagrams, provides data flow diagrams and documents the process. Writes codes for database access, modifications, and constructions including stored procedures. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be mid-level contributor/specialist. A wide degree of creativity and latitude is expected. Typically reports to a Project manager or higher lever DB Analyst, depending on the complexity and scope of the project.	BA/BS
Database Analyst- Senior	>7	Reviews, evaluates, designs, implements and maintains client database's]. Identifies data sources, constructs data decomposition diagrams, provides data flow diagrams and documents the process. Writes codes for database access, modifications, and constructions including stored procedures. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be the top-level contributor/specialist. A wide degree of creativity and latitude is expected. Typically reports to a Project manager or DB Analyst IV, depending on the complexity and scope of the project.	BA/BS/MS
Logistics Specialist - Junior	0-2	Under broad direction, performs logistic support functions. Must be familiar with the principles of purchasing, handling, control and transportation of material and other property. Works under general supervision. Performs tasks in support of logistics projects. Develops, upgrades and	AA/AS



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		improves systems for tracking and reporting material, material handling procedures and scheduling.	
Logistics Specialist - Mid-Level	>3	With minimal direction, performs logistic support functions. Must be familiar with the principles of purchasing, handling, control and transportation of material and other property. Works under limited supervision. Performs tasks in support of logistics projects. Develops, upgrades and improves systems for tracking and reporting material, material handling procedures and scheduling. May supervise other Logistics Analysts or Logisticians.	AA/AS
Logistics Specialist - Senior	>7	Performs logistic support functions. Must be familiar with the principles of purchasing, handling, control and transportation of material and other property. Works independently. Performs tasks in support of logistics projects. Develops, upgrades and improves systems for tracking and reporting material, material handling procedures and scheduling. Directs and supervises other Logistics Analysts or logisticians.	AA/AS
Information Assurance/Cybersecurity Engineer- Junior	0-2	Analyzes and defines security requirement for computer systems which include network layer hardware, workstations and servers. Designs, develops, engineers, and implements solutions that meet security requirements. Responsible for integration and implementation of the computer system security solution. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security. Performs risk analyses of computer systems and applications during all phases of the system development life cycle. Must demonstrate a complete understanding of and the ability to implement business security practices; current security tools; hardware/software firewalls and their implementation; different communications protocols; encryption techniques/tools and current internet technology. Must demonstrate a complete understanding of Microsoft server operating systems, Active Directory (AD), and Group Policy Objects (GPOs). Must be able to work on weekends as required. Strong verbal and written communication skills.	BA/BS
Information Assurance/Cybersecurity Engineer- Mid-Level	>3	Analyzes and defines security requirement for computer systems which include network layer hardware, workstations and servers. Designs, develops, engineers, and implements solutions that meet security requirements. Responsible for integration and implementation of the computer system security solution. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security. Performs risk analyses of computer systems and applications during all phases of the system development life cycle. Must demonstrate a complete understanding of and the ability to implement business security practices; current security tools; hardware/software firewalls and their implementation; different communications protocols; encryption techniques/tools and current internet technology. Must demonstrate a complete understanding of Microsoft server operating systems, Active Directory (AD), and Group Policy Objects (GPOs). Must be able to work on weekends as required. Strong verbal and written communication skills.	BA/BS

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Information Assurance/Cybersecurity Engineer- Senior	>7	Analyzes and defines security requirement for computer systems which include network layer hardware, workstations and servers. Designs, develops, engineers, and implements solutions that meet security requirements. Responsible for integration and implementation of the computer system security solution. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security. Performs risk analyses of computer systems and applications during all phases of the system development life cycle. Must demonstrate a complete understanding of and the ability to implement business security practices; current security tools; hardware/software firewalls and their implementation; different communications protocols; encryption techniques/tools and current internet technology. Must demonstrate a complete understanding of Microsoft server operating systems, Active Directory (AD), and Group Policy Objects (GPOs). Must be able to work on weekends as required. Strong verbal and written communication skills	BA/BS/MS
Information Assurance/Cybersecurity - Principal	>10	Analyzes and defines security requirement for computer systems which include network layer hardware, workstations and servers. Designs, develops, engineers, and implements solutions that meet security requirements. Responsible for integration and implementation of the computer system security solution. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security. Performs risk analyses of computer systems and applications during all phases of the system development life cycle. Must demonstrate a complete understanding of and the ability to implement business security practices; current security tools; hardware/software firewalls and their implementation; different communications protocols; encryption techniques/tools and current internet technology. Must demonstrate a complete understanding of Microsoft server operating systems, Active Directory (AD), and Group Policy Objects (GPOs). Must be able to work on weekends as required. Strong verbal and written communication skills.	BA/BS/MS
Strategic Planner - Mid Level	>3	Provides strategic planning of large projects or a significant segment of a strategic planning portion of a large complex project. Provides the overall approach to clarify mission statements so they can be used as springboards in envisioning their desired future. Assists in developing mission and vision statements, subsequent goal delineation, provides guidance for building operational plans and specifying measurable outcomes to include capital outlay planning efforts in a consolidated strategic planning process and prioritizes those initiatives.	BA/BS
IO Analyst- Mid Level	>3	Identifies information sources, constructs information decomposition diagrams, provides information flow diagrams and documents the process. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be mid-level contributor/specialist. in support of the integrated employment of the core capabilities of influence operations, electronic warfare operations, network warfare	BA/BS



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		operations, in concert with specified integrated control enablers, to influence, disrupt, corrupt or usurp adversarial human and automated decision making while protecting our own.	
Intelligence Analyst - Senior	>7	Provides multi-intelligence analysis and fusion in support of intelligence, Counter-intelligence, Counter-Terror efforts and operations executed by committed war fighting units, integrating existing national-level products and databases to provide an enhanced level of information support. Provides support of the integrated employment of the core capabilities of influence operations, electronic warfare operations, network warfare operations, in concert with specified integrated control enablers, to influence, disrupt, corrupt or usurp adversarial human and automated decision making while protecting our own.	BA/BS
Irregular Warfare Analyst - Mid-Level	>3	Employs the latest state-of-the-art Irregular Warfare Analysis (IWA) methodologies and proven software tools to accomplish data mining, data fusion, predictive pattern analysis, geo-profiling techniques, and temporal analysis techniques. Provides support of the integrated employment of the core capabilities of influence operations, electronic warfare operations, network warfare operations, in concert with specified integrated control enablers, to influence, disrupt, corrupt or usurp adversarial human and automated decision making while protecting our own.	BA/BS
PKI Engineer - Senior	>7	Analyzes and defines security requirement for computer systems which include network layer hardware, workstations and servers. Designs, develops, engineers, and implements solutions that meet security requirements. Responsible for integration and implementation of the computer system security solution. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security. Performs risk analyses of computer systems and applications during all phases of the system development life cycle. Must demonstrate a complete understanding of and the ability to implement business security practices; current security tools; hardware/software firewalls and their implementation; different communications protocols; encryption techniques/tools and current internet technology. Must demonstrate a complete understanding of Microsoft server operating systems, Active Directory (AD), and Group Policy Objects (GPOs). Must be able to work on weekends as required. Strong verbal and written communication skills.	BA/BS
PKI Engineer - Mid-Level	>3	Analyzes and defines security requirement for computer systems which include network layer hardware, workstations and servers. Designs, develops, engineers, and implements solutions that meet security requirements. Responsible for integration and implementation of the computer system security solution. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security. Performs risk analyses of computer systems and applications during all phases of the system development life cycle. Must demonstrate a complete understanding of and the ability to implement business security practices; current security tools; hardware/software firewalls and their implementation; different communications protocols; encryption techniques/tools and	BA/BS



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HBSS Engineer - Senior	>7	<p>current internet technology. Must demonstrate a complete understanding of Microsoft server operating systems, Active Directory (AD), and Group Policy Objects (GPOs). Must be able to work on weekends as required. Strong verbal and written communication skills.</p> <p>Analyzes and defines security requirement for computer systems which include network layer hardware, workstations and servers. Designs, develops, engineers, and implements solutions that meet security requirements. Responsible for integration and implementation of the computer system security solution. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security. Performs risk analyses of computer systems and applications during all phases of the system development life cycle. Must demonstrate a complete understanding of and the ability to implement business security practices; current security tools; hardware/software firewalls and their implementation; different communications protocols; encryption techniques/tools and current internet technology. Must demonstrate a complete understanding of Microsoft server operating systems, Active Directory (AD), and Group Policy Objects (GPOs). Must be able to work on weekends as required. Strong verbal and written communication skills.</p>	BA/BS
HBSS Engineer - Mid-Level	>3	<p>Analyzes and defines security requirement for computer systems which include network layer hardware, workstations and servers. Designs, develops, engineers, and implements solutions that meet security requirements. Responsible for integration and implementation of the computer system security solution. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security. Performs risk analyses of computer systems and applications during all phases of the system development life cycle. Must demonstrate a complete understanding of and the ability to implement business security practices; current security tools; hardware/software firewalls and their implementation; different communications protocols; encryption techniques/tools and current internet technology. Must demonstrate a complete understanding of Microsoft server operating systems, Active Directory (AD), and Group Policy Objects (GPOs). Must be able to work on weekends as required. Strong verbal and written communication skills.</p>	BA/BS
Cyber Analyst/Engineer-Junior	0-2	<p>Analyzes and defines security requirement for computer systems which include network layer hardware, workstations and servers. Designs, develops, engineers, and implements solutions that meet security requirements. Responsible for integration and implementation of the computer system security solution. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security. Performs risk analyses of computer systems and applications during all phases of the system development life cycle. Must demonstrate a complete understanding of and the ability to implement business security practices; current security tools; hardware/software firewalls and their implementation; different communications protocols; encryption techniques/tools and</p>	BA/BS



<i>SIN 132-51 Labor Category</i>	<i>Years</i>	<i>Functional Responsibility</i>	<i>Education</i>
		current internet technology. Must demonstrate a complete understanding of Microsoft server operating systems, Active Directory (AD), and Group Policy Objects (GPOs). Must be able to work on weekends as required. Strong verbal and written communication skills.	
Cyber Analyst/Engineer-Mid-Level	>3	Analyzes and defines security requirement for computer systems which include network layer hardware, workstations and servers. Designs, develops, engineers, and implements solutions that meet security requirements. Responsible for integration and implementation of the computer system security solution. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security. Performs risk analyses of computer systems and applications during all phases of the system development life cycle. Must demonstrate a complete understanding of and the ability to implement business security practices; current security tools; hardware/software firewalls and their implementation; different communications protocols; encryption techniques/tools and current internet technology. Must demonstrate a complete understanding of Microsoft server operating systems, Active Directory (AD), and Group Policy Objects (GPOs). Must be able to work on weekends as required. Strong verbal and written communication skills.	BA/BS
Cyber Analyst/Engineer-Senior	>7	Analyzes and defines security requirement for computer systems which include network layer hardware, workstations and servers. Designs, develops, engineers, and implements solutions that meet security requirements. Responsible for integration and implementation of the computer system security solution. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security. Performs risk analyses of computer systems and applications during all phases of the system development life cycle. Must demonstrate a complete understanding of and the ability to implement business security practices; current security tools; hardware/software firewalls and their implementation; different communications protocols; encryption techniques/tools and current internet technology. Must demonstrate a complete understanding of Microsoft server operating systems, Active Directory (AD), and Group Policy Objects (GPOs). Must be able to work on weekends as required. Strong verbal and written communication skills.	BA/BS
Cyber Analyst/Engineer - Principal	>10	Analyzes and defines security requirement for computer systems which include network layer hardware, workstations and servers. Designs, develops, engineers, and implements solutions that meet security requirements. Responsible for integration and implementation of the computer system security solution. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security. Performs risk analyses of computer systems and applications during all phases of the system development life cycle. Must demonstrate a complete understanding of and the ability to implement business security practices; current security tools; hardware/software firewalls and their implementation; different communications protocols; encryption techniques/tools and	BA/BS/MS



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Computer Security Specialist - Senior	>7	<p>current internet technology. Must demonstrate a complete understanding of Microsoft server operating systems, Active Directory (AD), and Group Policy Objects (GPOs). Must be able to work on weekends as required. Strong verbal and written communication skills.</p> <p>Evaluates and applies the technical, operational and physical information security to various system and system activities. Has knowledge of computer hardware and operating systems (Windows and UNIX). The Specialist assesses information security risks, threats, vulnerabilities; documents findings; and summarizes recommendations in written and oral form for the client. The specialist should be capable of designing, configuring, integrating and deploying open source and commercial applications and tools to support Information Assurance. Computer Security Specialist should have thorough knowledge of all aspects of Information Assurance in the areas of CGCIRT, C&A and/or TEMPEST to minimize any type of loss and destruction to information technology systems assets and data. The Specialist should also be proficient in researching and evaluating emerging information technologies relevant to information security; interpreting requirements and providing analytical reviews for system architecture, equipment and software; and providing recommendations. The Specialist should be proficient in IA policies, standards, and best practices and ability to convey information to technical and non-technical audiences verbally and in writing.</p>	AS/AA
Computer Security Specialist - Mid-Level	>3	<p>Evaluates and applies the technical, operational and physical information security to various system and system activities. Has knowledge of computer hardware and operating systems (Windows and UNIX). The Specialist assesses information security risks, threats, vulnerabilities; documents findings; and summarizes recommendations in written and oral form for the client. The specialist should be capable of designing, configuring, integrating and deploying open source and commercial applications and tools to support Information Assurance. Computer Security Specialist should have thorough knowledge of all aspects of Information Assurance in the areas of CGCIRT, C&A and/or TEMPEST to minimize any type of loss and destruction to information technology systems assets and data. The Specialist should also be proficient in researching and evaluating emerging information technologies relevant to information security; interpreting requirements and providing analytical reviews for system architecture, equipment and software; and providing recommendations. The Specialist should be proficient in IA policies, standards, and best practices and ability to convey information to technical and non-technical audiences verbally and in writing.</p>	BA/BS
Computer Security Specialist - Junior	0-2	<p>Evaluates and applies the technical, operational and physical information security to various system and system activities. Has knowledge of computer hardware and operating systems (Windows and UNIX). The Specialist assesses information security risks, threats, vulnerabilities; documents findings; and summarizes recommendations in written and oral form for the client. The specialist should be capable of designing, configuring, integrating and deploying open source</p>	BA/BS

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		and commercial applications and tools to support Information Assurance. Computer Security Specialist should have thorough knowledge of all aspects of Information Assurance in the areas of CGCIRT, C&A and/or TEMPEST to minimize any type of loss and destruction to information technology systems assets and data. The Specialist should also be proficient in researching and evaluating emerging information technologies relevant to information security; interpreting requirements and providing analytical reviews for system architecture, equipment and software; and providing recommendations. The Specialist should be proficient in IA policies, standards, and best practices and ability to convey information to technical and non-technical audiences verbally and in writing.	
Network Communications Engineer- Junior	0-2	Designs, implements, and troubleshoots computer networks. Performs high-level network related duties such as network architecture, network design, choosing of network devices, and network policies.	BA/BS
Network Communications Engineer- Mid-Level	>3	Designs, implements, and troubleshoots computer networks. Performs high-level network related duties such as network architecture, network design, choosing of network devices, and network policies.	BA/BS
Network Communications Engineer- Senior	>7	Designs, implements, and troubleshoots computer networks. Performs high-level network related duties such as network architecture, network design, choosing of network devices, and network policies.	BA/BS/MS
Network Communications Engineer- Principal	>10	Designs, implements, and troubleshoots computer networks. Performs high-level network related duties such as network architecture, network design, choosing of network devices, and network policies.	BA/BS/MS
Program Manager	>12	Serves as the program manager for a large, complex task order (or a group of task orders affecting the same common/standard/migration system) and shall assist the Project Managers in working with the Government Contracting Officer (KO), the task order-level TMs, Government management personnel and customer agency representatives. Under the guidance of the Program Manager, responsible for the overall management of the specific task order(s) and insuring that the technical solutions and schedules in the task order are implemented in a timely manner. Performs enterprise wide horizontal integration planning and interfaces to other functional systems.	BA/BS/MS
Project Manager	>5	Performs planning/tracking/analysis of a project's defined process & product quality. Ensures that all areas of Software Quality Assurance and Software Configuration Management are maintained and adhered to by the project team. Coordinates and maintains communication with the customer, the team and development manager throughout the duration of the project. Oversees training requirements for the project. Ensures adherence to the Continuous Improvement Process by the project's team members. Conducts customer and team meetings. Applies Software Process Improvement conceptualization, Personal Software Process (PSPSM) improvement, and SEI	BA/BS/MS



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Quality Assurance (QA) Specialist - Mid-Level	>3	Capability Maturity Model Integration (CMMI®) techniques as needed. Delivers project planning, estimating, tracking and reporting, as well as, process and product quality analysis. Conducts QA Project Plan Reviews, conducts QA Plan Reviews, and escalates issues as necessary to ensure projects plan appropriate activities to ensure quality of products in accordance with policies. Conducts QA Phase Reviews, conducts QA Interim Reviews, and escalates issues as necessary to ensure projects performed quality steps as planned. Determine QA concepts, processes, and standards for quality planning, quality processes, quality products, quality metrics, quality reviews and audits, and quality reporting. Provide knowledge of process improvement models such as CMMI, SW-CMM, or Six Sigma. Conducts Physical Audits, conducts Functional Audits, and escalates issues as necessary to ensure only the highest quality products compliant with requirements are delivered to the customer. Provides QA mentoring and support to projects by communicating quality best practices. Measures and reports QA activities. Ensures subcontractor compliance with required quality practices by monitoring and reporting subcontractor QA activities, and escalating issues as necessary. Continuously improves QA processes by suggesting and implementing associated improvement proposals.	BA/BS
SME Analyst- Junior	0-2	Conducts analysis on work procedures and recommends changes to improve the effectiveness of the organization's management. Provides management with studies on ways to increase efficiency. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. A high degree of creativity and latitude is expected. Typically reports to a manager or head of a unit.	BA/BS
SME Analyst- Mid Level	>3	Conducts analysis on work procedures and recommends changes to improve the effectiveness of the organization's management. Provides management with studies on ways to increase efficiency. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. A high degree of creativity and latitude is expected. Typically reports to a manager or head of a unit.	BA/BS
SME Analyst- Senior	>7	Conducts analysis on work procedures and recommends changes to improve the effectiveness of the organization's management. Provides management with studies on ways to increase efficiency. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. A high degree of creativity and latitude is expected. Typically works directly with senior client contact or SME IV, depending on project complexity.	BA/BS/MS
SME Analyst- Principal	>10	Provides expert analytical and/or scientific solutions for highly complex technical/scientific matters. May analyze program activities, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapon systems, or similar complex programs.	BA/BS/MS



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SME Engineer- Junior	>3	Performs consultation on variety of engineering disciplines (systems, network, IA, IO, etc) to provide leadership, analysis, and process of technical systems.	BA/BS
SME Engineer- Mid-Level	>3	Performs consultation on variety of engineering disciplines (systems, network, IA, IO, etc) to provide leadership, analysis, and process of technical systems.	BA/BS
SME Engineer- Senior	>7	Performs consultation on variety of engineering disciplines (systems, network, IA, IO, etc) to provide leadership, analysis, and process of technical systems.	BA/BS/MS
SME Engineer- Principal	>10	Performs consultation on variety of engineering disciplines (systems, network, IA, IO, etc) to provide leadership, analysis, and process of technical systems.	BA/BS/MS
SME Trainer- Junior	0-2	Plans, develops, and coordinates in-house product training programs for support personnel and customers. Obtains information needed to prepare in-house training programs; prepares training materials; develops course content; determines methodology; and coordinates the development of training aids. Conducts training sessions and develops criteria for evaluating effectiveness of training activities. May utilize trainers with technical expertise. Continuously revises lesson plans to meet new training requirements and to keep information up-to-date.	BA/BS
SME Trainer- Mid-Level	>3	Plans, develops, and coordinates in-house product training programs for support personnel and customers. Obtains information needed to prepare in-house training programs; prepares training materials; develops course content; determines methodology; and coordinates the development of training aids. Conducts training sessions and develops criteria for evaluating effectiveness of training activities. May utilize trainers with technical expertise. Continuously revises lesson plans to meet new training requirements and to keep information up-to-date.	BA/BS
SME Trainer-Senior	>7	Plans, develops, and coordinates in-house product training programs for support personnel and customers. Obtains information needed to prepare in-house training programs; prepares training materials; develops course content; determines methodology; and coordinates the development of training aids. Conducts training sessions and develops criteria for evaluating effectiveness of training activities. May utilize trainers with technical expertise. Continuously revises lesson plans to meet new training requirements and to keep information up-to-date.	BA/BS/MS
Software Analyst/Tester - Junior	0 -2	Provides support that encompasses all tasks necessary in the management of software from initial conception and planning, through design and development, to maintenance, Improvement, and conversion. Conducts studies related to information systems planning as well as the sizing and designing of computer systems on which new or existing software will operate. Evaluates software and tools and analyze system and software requirements. Analyze system specifications and translate system requirements to task specifications. Writes, edits, and analyze programs and processes Including performance, diagnosis and troubleshooting of problem programs, and designing solutions to problematic programming. Writes, edits, and debugs computer programs, including necessary records and desired output. Document code consistently throughout the development process by listing a description of the program, special Instructions, and any changes	BA/BS



<i>SIN 132-51 Labor Category</i>	<i>Years</i>	<i>Functional Responsibility</i>	<i>Education</i>
		made in database tables on procedural, modular and database level. Maintain client databases, and develop automated reports.	
Software Analyst/Tester - Mid-Level	>3	Provides support that encompasses all tasks necessary in the management of software from initial conception and planning, through design and development, to maintenance, Improvement, and conversion. Conducts studies related to information systems planning as well as the sizing and designing of computer systems on which new or existing software will operate. Evaluates software and tools and analyze system and software requirements. Analyze system specifications and translate system requirements to task specifications. Writes, edits, and analyze programs and processes Including performance, diagnosis and troubleshooting of problem programs, and designing solutions to problematic programming. Writes, edits, and debugs computer programs, including necessary records and desired output. Document code consistently throughout the development process by listing a description of the program, special Instructions, and any changes made in database tables on procedural, modular and database level. Maintain client databases, and develop automated reports.	BA/BS
Software Analyst/Tester - Senior	>7	Provides support that encompasses all tasks necessary in the management of software from initial conception and planning, through design and development, to maintenance, Improvement, and conversion. Conducts studies related to information systems planning as well as the sizing and designing of computer systems on which new or existing software will operate. Evaluates software and tools and analyze system and software requirements. Analyze system specifications and translate system requirements to task specifications. Writes, edits, and analyze programs and processes Including performance, diagnosis and troubleshooting of problem programs, and designing solutions to problematic programming. Writes, edits, and debugs computer programs, including necessary records and desired output. Document code consistently throughout the development process by listing a description of the program, special Instructions, and any changes made in database tables on procedural, modular and database level. Maintain client databases, and develop automated reports.	BA/BS
Software Engineer- Junior	0-2	Designs, modifies, develops, writes and implements software programming applications/operating systems. Also, coordinates work teams. Provides technical support to project team members. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be the top-level contributor/specialist. A wide degree of creativity and latitude is expected. May report to an executive or a manager.	BA/BS
Software Engineer- Mid-Level	>3	Participates in Requirements elicitation and Preliminary Design of Software Systems. Analyzes, studies and interprets system requirements and high-level design specifications to design, code, integrate and test software components using the PSP. Uses appropriate methodologies and tools	BA/BS



SIN 132-51 Labor Category	Years	Functional Responsibility	Education
		<p>to support design. Provides input to the project plans by performing estimation and planning at the individual level. Reviews existing programs and assists in making refinements, reducing operating time and improving current techniques. Participates in software configuration management activities. Responsible for segments or phases of broader, more complex projects. Designs, modifies, develops, writes and implements software programming applications/operating systems. Also, coordinates work teams. Provides technical support to project team members. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be the top-level contributor/specialist. A wide degree of creativity and latitude is expected. May report to an executive or a manager. Applies understanding of SEI Capability Maturity Model Integration (CMMI®), Process Improvement concepts, Software Design Methods, database concepts and methods, and programming methods and languages.</p>	
Software Engineer- Senior	>7	<p>Acts as the primary resource in Requirements Elicitation, Requirements Analysis, and Preliminary Design of Software Systems. Participates actively in selection of appropriate design methodology. Analyzes, studies, and interprets system requirements and high-level design specifications to design, code, integrate, and test software components using the PSP and Team Software Process (TSP). Provides support for installing, testing, implementation, and ongoing maintenance of software systems. Actively participates in project planning and tracking in addition to performing estimation and planning at the individual level. Capable of performing Project Management activities and may assist the project manager with some project management tasks. Participates in software configuration management and software quality assurance activities. Designs, modifies, develops, writes and implements software programming applications/operating systems. Coordinates work teams. Provides technical support to project team members. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May provide consultation on complex projects and is considered to be the top-level contributor/specialist. Applies knowledge of Software Process Improvement concepts, Personal Software Process (PSPSM), SEI Capability Maturity Model Integration (CMMI®), and defined processes. Provides insight into Software Design Methods, database concepts and methods, and programming methods and languages. Applies knowledge of testing/debugging procedures.</p>	BA/BS/MS
Systems Analyst - Mid-Level	>3	<p>Provides expert analytical and/or scientific solutions for highly complex technical/scientific matters. May analyze program activities, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapon systems, or similar complex programs.</p>	BA/BS



SIN 132-51 Labor Category	Years	Functional Responsibility	Education
Systems Analyst - Senior	>7	Provides expert analytical and/or scientific solutions for highly complex technical/scientific matters. May analyze program activities, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapon systems, or similar complex programs.	BA/BS/MS
Systems Analyst- Principal	>10	Provides expert analytical and/or scientific solutions for highly complex technical/scientific matters. May analyze program activities, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapon systems, or similar complex programs.	BA/BS/MS
Systems Architect - Senior	>7	Provides expert analytical and/or scientific solutions for highly complex technical/scientific matters. May analyze program activities, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapon systems, or similar complex programs.	BA/BS
Systems Architect-Principal	>10	Develops and implements policies and procedures to ensure that systems support the organization's business requirements and meet the needs of end users. Defines systems requirements based on user/client needs, cost, and required integration with existing applications, systems, or platforms. Defines technical standards and functionality tests. May develop specifications, prototypes, or initial user guides. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected.	BA/BS/MS
Systems Engineer- Senior	>7	Performs a variety of full life-cycle software development functions for existing and new software systems. Defines, gathers and analyzes system requirements and specifications. Analyzes and documents complex business rules. Assists in designing architecture and data flow of software systems. Programs software components to specifications. Integrates, tests, and debugs software components. Deploys and maintains software systems. Evaluates complex data and prepares reports of results. Reports to technical lead for a task or project. Prepares required documentation including program-level and user-level documentation. May provide technical database support including database design, development and management.	BA/BS/MS