



**GENERAL SERVICES ADMINISTRATION**

**Federal Supply Service**

*Authorized Federal Supply Schedule Price List*

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

**Multiple Award Schedule (MAS)**

**Federal Supply Group:** Professional Services **Class:** D399

**Contract Number:** GS-35F-676GA

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

**Contract Period: September 13, 2017 thru September 12, 2027**

**Price List is current as of Modification #PA-0019 Effective 11/25/2022**

**Contractor:** Information Management Resources, Inc.  
85 Argonaut, Suite 215  
Aliso Viejo, CA 92656-4105

**Business Size:** Small Business

**Telephone:** (949) 215-8889

**Extension:**

**FAX Number:**

**Web Site:** [www.imri.com](http://www.imri.com)

**E-mail:** [contracts@imri.com](mailto:contracts@imri.com)

**Contract Administration:** Maronya Moultrie

**CUSTOMER INFORMATION:**

**1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to item descriptions and awarded price(s):**

SIN	Recovery	SIN Description
511210	511210RC	Software Licenses
54151	54151RC	Software Maintenance Services
54151S	54151SRC	Information Technology Professional Services
611420	611420RC	Information Technology Training
54151HACS	54151HACSRC	Highly Adaptive Cyber Security Services (HACS)
OLM	OLMRC	Order-Level Materials (OLM)

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

**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 Below**

**2. Maximum Order:** \$500,000.00

**3. Minimum Order:** \$2,500.00

**4. Geographic Coverage (delivery Area):** Domestic and Overseas delivery

**5. Point(s) of production (city, county, Same as company address**

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

**7. Quantity discounts:** Quantity discounts have not been awarded.

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

**9. Foreign items (list items by country of origin):** Not Applicable

**10a. Time of Delivery (Contractor insert number of days):** Contact Contractor

**10b. Expedited Delivery.** The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor

**10c. Overnight and 2-day delivery.** The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor

- 10d. Urgent Requirements.** The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery: Contact Contractor
- 11. F.O.B Points(s):** Destination
- 12a. Ordering Address(es):** Same as Contractor
- 12b. Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s) are found in Federal Acquisition Regulation (FAR) 8.405-3.
- 13. Payment address(es):** Same as company address
- 14. Warranty provision.:** Standard Commercial Warranty Terms & Conditions
- 15. Export Packing Charges (if applicable):** Not Applicable
- 16. Terms and conditions of rental, maintenance, and repair (if applicable):** Not Applicable
- 17. Terms and conditions of installation (if applicable):** Not Applicable
- 18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** Not Applicable
- 18b. Terms and conditions for any other services (if applicable):** Not Applicable
- 19. List of service and distribution points (if applicable):** Not Applicable
- 20. List of participating dealers (if applicable):** Not Applicable
- 21. Preventive maintenance (if applicable):** Not Applicable
- 22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants).** Not Applicable
- 22b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor’s website or other location.) The EIT standards can be found at: [www.Section508.gov/](http://www.Section508.gov/). Not Applicable**
- 23. Unique Entity Identifier (UEI) number:** UFLTL39NQJX5
- 24. Notification regarding registration in System for Award Management (SAM) database:** Contractor registered and active in SAM

**Final Pricing:**

The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

Labor Category	Minimum Education	Minimum Experience	Year 6	Year 7	Year 8	Year 9	Year 10
Application Programmer	Bachelors	3	\$78.30	\$79.86	\$81.46	\$83.09	\$84.75
Application Systems Analyst/Programmer, Intermediate	Bachelors	4	\$100.81	\$102.82	\$104.88	\$106.98	\$109.12
Application Systems Analyst/Programmer, Senior	Bachelors	6	\$119.32	\$121.71	\$124.14	\$126.62	\$129.16
Business Process Consultant	Bachelors	6	\$151.05	\$154.07	\$157.15	\$160.30	\$163.50
Business Subject Matter Specialist	Masters	10	\$199.33	\$203.31	\$207.38	\$211.53	\$215.76
Business Systems Analyst, Intermediate	Bachelors	4	\$112.36	\$114.61	\$116.90	\$119.24	\$121.63
Business Systems Analyst, Senior	Bachelors	6	\$129.85	\$132.44	\$135.09	\$137.79	\$140.55
Business Systems Specialist	Bachelors	4	\$100.07	\$102.07	\$104.12	\$106.20	\$108.32
Client/Server Database Manager	Bachelors	8	\$159.02	\$162.20	\$165.44	\$168.75	\$172.13
Client/Server Network Architect	Bachelors	4	\$108.58	\$110.75	\$112.97	\$115.22	\$117.53
Client/Server Support Analyst	Bachelors	2	\$86.49	\$88.22	\$89.98	\$91.78	\$93.62
Communications Network Specialist	Bachelors	3	\$70.93	\$72.35	\$73.80	\$75.27	\$76.78
Computer Operations Manager	Bachelors	8	\$118.95	\$121.33	\$123.76	\$126.23	\$128.76
Computer System Analyst, Senior	Associates	4	\$109.74	\$111.94	\$114.18	\$116.46	\$118.79
Consultant	Bachelors	6	\$179.25	\$182.84	\$186.50	\$190.23	\$194.03
Data Architect	Bachelors	7	\$125.30	\$127.80	\$130.36	\$132.97	\$135.63
Data/Configuration Management Specialist	Bachelors	6	\$151.09	\$154.11	\$157.20	\$160.34	\$163.55
Database/Analyst/Programmer, Intermediate	Bachelors	4	\$121.99	\$124.43	\$126.92	\$129.46	\$132.05
Database/Analyst/Programmer, Senior	Bachelors	6	\$130.52	\$133.13	\$135.79	\$138.51	\$141.28
Disaster Recovery Administrator	Bachelors	4	\$113.69	\$115.96	\$118.28	\$120.65	\$123.06
Disaster Recovery Analyst	Bachelors	4	\$111.12	\$113.34	\$115.61	\$117.92	\$120.28
Disaster Recovery Analyst, Senior	Bachelors	6	\$131.81	\$134.45	\$137.14	\$139.88	\$142.68
Documentation Specialist, Intermediate	Associates	2	\$80.67	\$82.29	\$83.93	\$85.61	\$87.32
Documentation Specialist, Senior	Bachelors	6	\$114.44	\$116.73	\$119.07	\$121.45	\$123.88
e-Business Application Analyst, Senior	Bachelors	4	\$141.66	\$144.49	\$147.38	\$150.33	\$153.33
e-Business Functional Analyst, Senior	Bachelors	4	\$118.61	\$120.98	\$123.40	\$125.87	\$128.38
e-Business Program Manager/Subject Matter Expert	Bachelors	5	\$159.46	\$162.65	\$165.90	\$169.22	\$172.60
e-Business Programmer Analyst	Bachelors	2	\$108.63	\$110.80	\$113.02	\$115.28	\$117.58
e-Business Technical Specialist, Senior	Bachelors	5	\$149.50	\$152.49	\$155.54	\$158.65	\$161.83
Engineering Subject Matter Specialist	Masters	10	\$199.33	\$203.31	\$207.38	\$211.53	\$215.76
ERP Business Analyst, Intermediate	Bachelors	4	\$123.03	\$125.49	\$128.00	\$130.56	\$133.17
ERP Business Analyst, Senior	Bachelors	6	\$133.35	\$136.02	\$138.74	\$141.52	\$144.35

ERP Business Analyst/Subject Matter Expert	Bachelors	10	\$177.97	\$181.53	\$185.16	\$188.86	\$192.64
ERP Programmer	Bachelors	4	\$118.43	\$120.80	\$123.22	\$125.68	\$128.19
Functional Analyst, Senior	Bachelors	7	\$112.30	\$114.55	\$116.84	\$119.18	\$121.56
Graphics Specialist	Bachelors	4	\$83.24	\$84.91	\$86.61	\$88.34	\$90.10
Groupware Specialist	Bachelors	4	\$120.20	\$122.60	\$125.05	\$127.55	\$130.10
Help Desk Coordinator, Intermediate	Associates	3	\$75.53	\$77.04	\$78.58	\$80.15	\$81.76
Help Desk Coordinator, Senior	Bachelors	6	\$85.87	\$87.59	\$89.34	\$91.13	\$92.95
Help Desk Manager	Bachelors	8	\$112.66	\$114.91	\$117.21	\$119.55	\$121.95
Help Desk Support I	Associates	1	\$32.52	\$33.17	\$33.83	\$34.51	\$35.20
Help Desk Support Service Specialist, Senior	Associates	6	\$75.53	\$77.04	\$78.58	\$80.15	\$81.76
Help Desk Support Services Specialist, Intermediate	Associates	2	\$62.73	\$63.98	\$65.26	\$66.57	\$67.90
Information Assurance Engineer	Bachelors	6	\$123.11	\$125.58	\$128.09	\$130.65	\$133.26
Information Assurance Systems/Lead Engineer/Senior Manager	Bachelors	10	\$131.05	\$133.67	\$136.34	\$139.07	\$141.85
Information Engineer, Senior	Bachelors	6	\$110.91	\$113.13	\$115.40	\$117.70	\$120.06
Information Security Business Analyst	Bachelors	6	\$127.30	\$129.84	\$132.44	\$135.09	\$137.79
Information System Training Specialist, Intermediate	Bachelors	4	\$82.57	\$84.22	\$85.90	\$87.62	\$89.38
Information System Training Specialist, Senior	Bachelors	6	\$111.99	\$114.23	\$116.51	\$118.84	\$121.22
Information Systems Consultant	Bachelors	10	\$211.89	\$216.13	\$220.46	\$224.86	\$229.36
IT Subject Matter Expert	Masters	8	\$186.21	\$189.94	\$193.73	\$197.61	\$201.56
LAN Administrator, Intermediate	Bachelors	4	\$98.75	\$100.72	\$102.74	\$104.79	\$106.89
LAN Administrator, Senior	Bachelors	6	\$111.57	\$113.80	\$116.07	\$118.40	\$120.76
LAN Support Technician, Intermediate	Bachelors	4	\$72.65	\$74.11	\$75.59	\$77.10	\$78.64
LAN Support Technician, Senior	Bachelors	6	\$98.75	\$100.72	\$102.74	\$104.79	\$106.89
LAN/WAN Integrator	Bachelors	4	\$108.29	\$110.46	\$112.67	\$114.92	\$117.22
Lead Operator	Bachelors	2	\$44.50	\$45.39	\$46.30	\$47.23	\$48.17
Network Administrator	Bachelors	5	\$77.81	\$79.36	\$80.95	\$82.57	\$84.22
Network Control Technician	Bachelors	0	\$88.27	\$90.04	\$91.84	\$93.67	\$95.55
Network Engineer, Intermediate	Bachelors	4	\$106.43	\$108.56	\$110.73	\$112.94	\$115.20
Network Engineer, Senior	Bachelors	6	\$116.76	\$119.09	\$121.48	\$123.91	\$126.38
Network Systems Administrator	Bachelors	0	\$88.09	\$89.85	\$91.65	\$93.48	\$95.35
Network Systems Administrator, Intermediate	Bachelors	6	\$105.37	\$107.47	\$109.62	\$111.82	\$114.05
Network Systems Manager/Lead, Senior	Bachelors	10	\$132.00	\$134.64	\$137.33	\$140.08	\$142.88
Network/Hardware Support Technician	Bachelors	4	\$96.82	\$98.75	\$100.73	\$102.74	\$104.80

Open Systems Engineer, Senior	Bachelors	2	\$128.04	\$130.60	\$133.21	\$135.88	\$138.60
Operation Technical Support Manager	Bachelors	6	\$112.66	\$114.91	\$117.21	\$119.55	\$121.95
Operation/Technical Support Analyst	Bachelors	6	\$92.55	\$94.41	\$96.29	\$98.22	\$100.18
Operations Manager	Bachelors	5	\$86.33	\$88.06	\$89.82	\$91.62	\$93.45
Operations Manager-Data Communications	Bachelors	5	\$116.75	\$119.08	\$121.47	\$123.90	\$126.37
Operations Systems Manager	Bachelors	6	\$122.44	\$124.89	\$127.39	\$129.94	\$132.53
PC Products Analyst	Bachelors	3	\$65.79	\$67.11	\$68.45	\$69.82	\$71.21
PC Systems Specialist	Bachelors	3	\$74.29	\$75.77	\$77.29	\$78.83	\$80.41
Production Control	Bachelors	4	\$56.82	\$57.96	\$59.12	\$60.30	\$61.51
Program Manager, Senior	Bachelors	8	\$136.97	\$139.70	\$142.50	\$145.35	\$148.26
Programmer	Associates	1	\$65.85	\$67.17	\$68.51	\$69.88	\$71.28
Project Engineer	Bachelors	6	\$128.14	\$130.71	\$133.32	\$135.99	\$138.71
Project Manager	Bachelors	4	\$139.54	\$142.33	\$145.17	\$148.08	\$151.04
Project Manager, Intermediate	Bachelors	6	\$176.65	\$180.19	\$183.79	\$187.47	\$191.22
Project Manager, Senior	Bachelors	8	\$211.89	\$216.13	\$220.46	\$224.86	\$229.36
Quality Assurance Analyst, Intermediate	Bachelors	4	\$125.35	\$127.85	\$130.41	\$133.02	\$135.68
Quality Assurance Analyst, Senior	Bachelors	6	\$136.49	\$139.22	\$142.00	\$144.84	\$147.74
Software Architect, Senior	Bachelors	10	\$171.60	\$175.04	\$178.54	\$182.11	\$185.75
Software Developer, Intermediate	Bachelors	4	\$113.97	\$116.25	\$118.58	\$120.95	\$123.37
Software Developer, Senior	Bachelors	6	\$127.62	\$130.17	\$132.78	\$135.43	\$138.14
Software Engineer, Senior	Bachelors	6	\$131.70	\$134.34	\$137.02	\$139.76	\$142.56
Software Systems Engineer, Intermediate	Bachelors	4	\$100.58	\$102.59	\$104.65	\$106.74	\$108.87
Software Systems Engineer, Senior	Bachelors	6	\$123.89	\$126.37	\$128.89	\$131.47	\$134.10
Strategic Planner	Masters	10	\$237.57	\$242.32	\$247.17	\$252.11	\$257.15
System Operator	Bachelors	3	\$50.75	\$51.76	\$52.80	\$53.85	\$54.93
System Programmer	Bachelors	3	\$109.74	\$111.94	\$114.18	\$116.46	\$118.79
Systems Administrator, Intermediate	Bachelors	4	\$93.82	\$95.70	\$97.61	\$99.56	\$101.55
Systems Administrator, Senior	Bachelors	6	\$116.41	\$118.74	\$121.12	\$123.54	\$126.01
Systems Analysis and Programming, Senior/Lead/Manager	Bachelors	6	\$126.71	\$129.25	\$131.83	\$134.47	\$137.16
Systems Engineer	Bachelors	4	\$109.44	\$111.62	\$113.86	\$116.13	\$118.46
Systems Engineer, Senior	Bachelors	6	\$126.71	\$129.25	\$131.83	\$134.47	\$137.16
Technical Editor	Bachelors	4	\$88.38	\$90.15	\$91.95	\$93.79	\$95.67
Technical Writer	Bachelors	4	\$106.00	\$108.12	\$110.28	\$112.49	\$114.74
Telecommunications/Communications Integration Engineer	Bachelors	6	\$116.75	\$119.08	\$121.47	\$123.90	\$126.37
Test Engineer	Bachelors	2	\$94.84	\$96.74	\$98.67	\$100.64	\$102.66
Test Engineer, Intermediate	Bachelors	4	\$109.15	\$111.33	\$113.56	\$115.83	\$118.15
Test Engineer, Senior	Bachelors	6	\$126.71	\$129.25	\$131.83	\$134.47	\$137.16

Training Specialist, Senior	Bachelors	4	\$80.49	\$82.10	\$83.74	\$85.41	\$87.12
UNIX Systems Administrator	Bachelors	3	\$112.10	\$114.34	\$116.63	\$118.96	\$121.34
Voice Communications Technician	Bachelors	6	\$112.53	\$114.78	\$117.07	\$119.41	\$121.80
Web Content Analyst	Bachelors	2	\$97.53	\$99.48	\$101.47	\$103.50	\$105.57
Web Security Analyst	Bachelors	6	\$122.44	\$124.89	\$127.39	\$129.94	\$132.53
Web Software Developer	Bachelors	6	\$109.18	\$111.36	\$113.59	\$115.86	\$118.18
Cyber Program Manager	Bachelors	10	\$214.01	\$218.29	\$222.66	\$227.11	\$231.65
CyberSecurity Specialist I	Bachelors	8	\$161.33	\$164.56	\$167.85	\$171.20	\$174.63
CyberSecurity Specialist II	Bachelors	12	\$199.43	\$203.42	\$207.48	\$211.63	\$215.87
CyberSecurity Specialist III	Bachelors	15	\$299.13	\$305.12	\$311.22	\$317.44	\$323.79
Information Security Manager I	Bachelors	4	\$177.32	\$180.87	\$184.48	\$188.17	\$191.94
Information Security Manager II	Bachelors	8	\$199.89	\$203.89	\$207.96	\$212.12	\$216.37
Information Security Manager III	Bachelors	12	\$236.58	\$241.31	\$246.14	\$251.06	\$256.08
Information Security Specialist I	Bachelors	4	\$68.20	\$69.56	\$70.95	\$72.37	\$73.82
Information Security Specialist II	Bachelors	8	\$103.48	\$105.55	\$107.66	\$109.81	\$112.01
Information Security Specialist III	Bachelors	12	\$122.76	\$125.21	\$127.72	\$130.27	\$132.88
Security Operations Center (SOC) Analyst I	Bachelors	0	\$64.91	\$66.21	\$67.53	\$68.88	\$70.26
Security Operations Center (SOC) Analyst II	Bachelors	2	\$87.49	\$89.24	\$91.02	\$92.84	\$94.70
Security Operations Center (SOC) Analyst III	Associates	5	\$98.76	\$100.74	\$102.75	\$104.81	\$106.90
Security Operations Center (SOC) Analyst IV	Associates	8	\$152.40	\$155.45	\$158.56	\$161.73	\$164.96
Security Operations Manager	Associates	8	\$125.11	\$127.62	\$130.17	\$132.77	\$135.43
Sr. Cyber Program Manager	Bachelors	15	\$245.99	\$250.91	\$255.93	\$261.05	\$266.27

SIN/SIN(s) Awarded	MFR PART NO	PRODUCT NAME	PRODUCT DESCRIPTION	DISCOUNT PRICE OFFERED TO GSA (including IFF)
511210	IPS-1Y-1K	IPsonar	IPSonar Software - Up to 1,000 IP Addresses - Virtual Machine	\$7,156.16
511210	IPS-1Y-2K	IPsonar	IPSonar Software - Up to 2,500 IP Addresses - Virtual Machine	\$9,933.26
511210	IPS-1Y-5K	IPsonar	IPSonar Software - Up to 5,000 IP Addresses - Virtual Machine	\$14,494.31
511210	IPS-1Y-7K	IPsonar	IPSonar Software - Up to 7,500 IP Addresses - Virtual Machine	\$18,857.05

511210	IPS-1Y-10K	IPsonar	IPSonar Software - Up to 10,000 IP Addresses - Virtual Machine	\$22,624.86
511210	IPS-1Y-20K	IPsonar	IPSonar Software - Up to 20,000 IP Addresses - Virtual Machine	\$38,331.86
511210	IPS-1Y-30K	IPsonar	IPSonar Software - Up to 30,000 IP Addresses - Virtual Machine	\$51,856.67
511210	IPS-1Y-40K	IPsonar	IPSonar Software - Up to 40,000 IP Addresses - Virtual Machine	\$63,200.11
511210	IPS-1Y-50K	IPsonar	IPSonar Software - Up to 50,000 IP Addresses - Virtual Machine	\$73,234.57
511210	IPS-1Y-60K	IPsonar	IPSonar Software - Up to 60,000 IP Addresses - Virtual Machine	\$80,651.88
511210	IPS-1Y-70K	IPsonar	IPSonar Software - Up to 70,000 IP Addresses - Virtual Machine	\$86,759.38
511210	IPS-1Y-80K	IPsonar	IPSonar Software - Up to 80,000 IP Addresses - Virtual Machine	\$90,249.73
511210	IPS-1Y-90K	IPsonar	IPSonar Software - Up to 90,000 IP Addresses - Virtual Machine	\$91,558.72
511210	IPS-1Y-100K	IPsonar	IPSonar Software - Up to 100,000 IP Addresses - Virtual Machine	\$92,431.92
511210	IPS-1Y-150K	IPsonar	IPSonar Software - Up to 150,000 IP Addresses - Virtual Machine	\$129,516.00
511210	IPS-1Y-200K	IPsonar	IPSonar Software - Up to 200,000 IP Addresses - Virtual Machine	\$161,801.56
511210	IPS-1Y-250K	IPsonar	IPSonar Software - Up to 250,000 IP Addresses - Virtual Machine	\$189,724.38
511210	IPS-1Y-300K	IPsonar	IPSonar Software - Up to 300,000 IP Addresses - Virtual Machine	\$213,283.65
511210	IPS-1Y-350K	IPsonar	IPSonar Software - Up to 350,000 IP Addresses - Virtual Machine	\$232,481.00
511210	IPS-1Y-400K	IPsonar	IPSonar Software - Up to 400,000 IP Addresses - Virtual Machine	\$246,878.19



511210	IPS-1Y-450K	IPsonar	IPSonar Software - Up to 450,000 IP Addresses - Virtual Machine	\$256,912.65
511210	IPS-1Y-500K	IPsonar	IPSonar Software - Up to 500,000 IP Addresses - Virtual Machine	\$266,947.93
511210	IPS-1Y-750K	IPsonar	IPSonar Software - Up to 750,000 IP Addresses - Virtual Machine	\$374,455.20
511210	IPS-1Y-1000K	IPsonar	IPSonar Software - Up to 1,000,000 IP Addresses - Virtual Machine	\$466,896.91
511210	VM-SSN	IPsonar - Components	Virtual Machine Scan Server (annual)	\$4,080.38
511210	LEAK-SEN	IPsonar - Components	Lumeta Hosted Leak-Path Sensor, 1-Year	\$4,406.81
511210	PS-LNA-50K	Network Assessment	Lumeta Network Assessment - Up to 50,000 IP Addresses	\$36,723.38
511210	PS-LNA-100K	Network Assessment	Lumeta Network Assessment - Up to 100,000 IP Addresses	\$53,044.88
511210	PS-LNA-175K	Network Assessment	Lumeta Network Assessment - Up to 150,000 IP Addresses	\$89,768.25
511210	PS-LNA-250K	Network Assessment	Lumeta Network Assessment - Up to 250,000 IP Addresses	\$114,250.50
511210	PS-LNA-375K	Network Assessment	Lumeta Network Assessment - Up to 350,000 IP Addresses	\$163,215.00
511210	PS-LNA-500K	Network Assessment	Lumeta Network Assessment - Up to 500,000 IP Addresses	\$204,018.75
511210	PS-LNA-EXT	Network Assessment	Lumeta Network Assessment (External) – Define potential network vulnerabilities on public-facing infrastructure and systems (T&L not included)	\$8,160.75
511210	PS-PSO	Professional Services	Lumeta Professional Service - Professional services work to be performed based on a standard eight (8) hour day rate. Additional hours during the same day will be billed in eight (8) hour increments at the standard day rate (T&L not included)	\$1,954.55
511210	ESI3-1Y-1K	ESI3+	ESI 3.0+, Subscription 1-Year, 1,000 IP Addresses	\$8,006.51

511210	ESI3-1Y-2K	ESI3+	ESI 3.0+, Subscription 1-Year, 2,500 IP Addresses	\$11,972.64
511210	ESI3-1Y-5K	ESI3+	ESI 3.0+, Subscription 1-Year, 5,000 IP Addresses	\$18,489.00
511210	ESI3-1Y-7K	ESI3+	ESI 3.0+, Subscription 1-Year, 7,500 IP Addresses	\$24,721.36
511210	ESI3-1Y-10K	ESI3+	ESI 3.0+, Subscription 1-Year, 10,000 IP Addresses	\$30,104.19
511210	ESI3-1Y-20K	ESI3+	ESI 3.0+, Subscription 1-Year, 20,000 IP Addresses	\$52,542.17
511210	ESI3-1Y-30K	ESI3+	ESI 3.0+, Subscription 1-Year, 30,000 IP Addresses	\$71,863.56
511210	ESI3-1Y-40K	ESI3+	ESI 3.0+, Subscription 1-Year, 40,000 IP Addresses	\$88,068.37
511210	ESI3-1Y-50K	ESI3+	ESI 3.0+, Subscription 1-Year, 50,000 IP Addresses	\$102,403.54
511210	ESI3-1Y-60K	ESI3+	ESI 3.0+, Subscription 1-Year, 60,000 IP Addresses	\$112,999.46
511210	ESI3-1Y-70K	ESI3+	ESI 3.0+, Subscription 1-Year, 70,000 IP Addresses	\$121,724.93
511210	ESI3-1Y-80K	ESI3+	ESI 3.0+, Subscription 1-Year, 80,000 IP Addresses	\$126,711.15
511210	ESI3-1Y-90K	ESI3+	ESI 3.0+, Subscription 1-Year, 90,000 IP Addresses	\$128,581.59
511210	ESI3-1Y-100K	ESI3+	ESI 3.0+, Subscription 1-Year, 100,000 IP Addresses	\$129,827.74
511210	ESI3-1Y-150K	ESI3+	ESI 3.0+, Subscription 1-Year, 150,000 IP Addresses	\$182,805.70
511210	ESI3-1Y-200K	ESI3+	ESI 3.0+, Subscription 1-Year, 200,000 IP Addresses	\$228,927.81
511210	ESI3-1Y-250K	ESI3+	ESI 3.0+, Subscription 1-Year, 250,000 IP Addresses	\$268,817.55
511210	ESI3-1Y-300K	ESI3+	ESI 3.0+, Subscription 1-Year, 300,000 IP Addresses	\$302,474.12
511210	ESI3-1Y-350K	ESI3+	ESI 3.0+, Subscription 1-Year, 350,000 IP Addresses	\$329,898.32
511210	ESI3-1Y-400K	ESI3+	ESI 3.0+, Subscription 1-Year, 400,000 IP Addresses	\$350,465.86
511210	ESI3-1Y-450K	ESI3+	ESI 3.0+, Subscription 1-Year, 450,000 IP Addresses	\$364,801.85

511210	ESI3-1Y-500K	ESI3+	ESI 3.0+, Subscription 1-Year, 500,000 IP Addresses	\$379,137.02
511210	ESI3-1Y-750K	ESI3+	ESI 3.0+, Subscription 1-Year, 750,000 IP Addresses	\$531,947.88
511210	ESI3-1Y-1000K	ESI3+	ESI 3.0+, Subscription, 1-Year, 1,000,000 IP Addresses	\$663,421.64
511210	ESI3-1Y-PORTAL	ESI3+	ESI 3.0+ Multiple Command Center Rollup Portal, 1-Year	\$48,964.50
511210	LEAK-SCT	ESI3+	Lumeta Hosted Leak-path Scout, 1-Year	\$4,406.81
54151	MTC-P-SUB-IPS-1K	IPsonar	Premium 24x7 Maintenance Software - Up to 1,000 IP Addresses - Virtual Machine	\$991.26
54151	MTC-P-SUB-IPS-2K	IPsonar	Premium 24x7 Maintenance Software - Up to 2,500 IP Addresses - Virtual Machine	\$1,375.94
54151	MTC-P-SUB-IPS-5K	IPsonar	Premium 24x7 Maintenance Software - Up to 5,000 IP Addresses - Virtual Machine	\$2,007.73
54151	MTC-P-SUB-IPS-7K	IPsonar	Premium 24x7 Maintenance Software - Up to 7,500 IP Addresses - Virtual Machine	\$2,612.05
54151	MTC-P-SUB-IPS-10K	IPsonar	Premium 24x7 Maintenance Software - Up to 10,000 IP Addresses - Virtual Machine	\$3,133.96
54151	MTC-P-SUB-IPS-20K	IPsonar	Premium 24x7 Maintenance Software - Up to 20,000 IP Addresses - Virtual Machine	\$5,309.68
54151	MTC-P-SUB-IPS-30K	IPsonar	Premium 24x7 Maintenance Software - Up to 30,000 IP Addresses - Virtual Machine	\$7,183.11
54151	MTC-P-SUB-IPS-40K	IPsonar	Premium 24x7 Maintenance Software - Up to 40,000 IP Addresses - Virtual Machine	\$8,754.39
54151	MTC-P-SUB-IPS-50K	IPsonar	Premium 24x7 Maintenance Software - Up to 50,000 IP Addresses - Virtual Machine	\$10,144.35
54151	MTC-P-SUB-IPS-60K	IPsonar	Premium 24x7 Maintenance Software - Up to 60,000 IP Addresses - Virtual Machine	\$11,171.77
54151	MTC-P-SUB-IPS-70K	IPsonar	Premium 24x7 Maintenance Software - Up to 70,000 IP Addresses - Virtual Machine	\$12,017.78
54151	MTC-P-SUB-IPS-80K	IPsonar	Premium 24x7 Maintenance Software - Up to 80,000 IP Addresses - Virtual Machine	\$12,501.26

54151	MTC-P-SUB-IPS-90K	IPsonar	Premium 24x7 Maintenance Software - Up to 90,000 IP Addresses - Virtual Machine	\$12,682.58
54151	MTC-P-SUB-IPS-100K	IPsonar	Premium 24x7 Maintenance Software - Up to 100,000 IP Addresses - Virtual Machine	\$12,803.53
54151	MTC-P-SUB-IPS-150K	IPsonar	Premium 24x7 Maintenance Software - Up to 150,000 IP Addresses - Virtual Machine	\$17,940.36
54151	MTC-P-SUB-IPS-200K	IPsonar	Premium 24x7 Maintenance Software - Up to 200,000 IP Addresses - Virtual Machine	\$22,412.51
54151	MTC-P-SUB-IPS-250K	IPsonar	Premium 24x7 Maintenance Software - Up to 250,000 IP Addresses - Virtual Machine	\$26,280.34
54151	MTC-P-SUB-IPS-300K	IPsonar	Premium 24x7 Maintenance Software - Up to 300,000 IP Addresses - Virtual Machine	\$29,543.74
54151	MTC-P-SUB-IPS-350K	IPsonar	Premium 24x7 Maintenance Software - Up to 350,000 IP Addresses - Virtual Machine	\$32,202.92
54151	MTC-P-SUB-IPS-400K	IPsonar	Premium 24x7 Maintenance Software - Up to 400,000 IP Addresses - Virtual Machine	\$34,197.20
54151	MTC-P-SUB-IPS-450K	IPsonar	Premium 24x7 Maintenance Software - Up to 450,000 IP Addresses - Virtual Machine	\$35,587.16
54151	MTC-P-SUB-IPS-500K	IPsonar	Premium 24x7 Maintenance Software - Up to 500,000 IP Addresses - Virtual Machine	\$36,977.23
54151	MTC-P-SUB-IPS-750K	IPsonar	Premium 24x7 Maintenance Software - Up to 1,000,000 IP Addresses - Virtual Machine	\$51,868.98
54151	MTC-P-SUB-IPS-1000K	IPsonar	Premium 24x7 Maintenance Software - Up to 1,000,000 IP Addresses - Virtual Machine	\$64,673.87
54151	MTC-P-SUB-ESI3-1K	ESI3+	Premium Maintenance ESI 3.0+, 1,000 IP Addresses, 1-Year	\$1,109.05
54151	MTC-P-SUB-ESI3-2K	ESI3+	Premium Maintenance ESI 3.0+, 2,500 IP Addresses, 1-Year	\$1,658.44
54151	MTC-P-SUB-ESI3-5K	ESI3+	Premium Maintenance ESI 3.0+, 5,000 IP Addresses, 1-Year	\$2,561.07
54151	MTC-P-SUB-ESI3-7K	ESI3+	Premium Maintenance ESI 3.0+, 7,500 IP Addresses, 1-Year	\$3,424.36

54151	MTC-P-SUB-ESI3-10K	ESI3+	Premium Maintenance ESI 3.0+, 10,000 IP Addresses, 1-Year	\$4,169.99
54151	MTC-P-SUB-ESI3-20K	ESI3+	Premium Maintenance ESI 3.0+, 20,000 IP Addresses, 1-Year	\$7,278.06
54151	MTC-P-SUB-ESI3-30K	ESI3+	Premium Maintenance ESI 3.0+, 30,000 IP Addresses, 1-Year	\$9,954.43
54151	MTC-P-SUB-ESI3-40K	ESI3+	Premium Maintenance ESI 3.0+, 40,000 IP Addresses, 1-Year	\$12,199.10
54151	MTC-P-SUB-ESI3-50K	ESI3+	Premium Maintenance ESI 3.0+, 50,000 IP Addresses, 1-Year	\$14,184.78
54151	MTC-P-SUB-ESI3-60K	ESI3+	Premium Maintenance ESI 3.0+, 60,000 IP Addresses, 1-Year	\$15,652.52
54151	MTC-P-SUB-ESI3-70K	ESI3+	Premium Maintenance ESI 3.0+, 70,000 IP Addresses, 1-Year	\$16,861.16
54151	MTC-P-SUB-ESI3-80K	ESI3+	Premium Maintenance ESI 3.0+, 80,000 IP Addresses, 1-Year	\$17,551.84
54151	MTC-P-SUB-ESI3-90K	ESI3+	Premium Maintenance ESI 3.0+, 90,000 IP Addresses, 1-Year	\$17,810.93
54151	MTC-P-SUB-ESI3-100K	ESI3+	Premium Maintenance ESI 3.0+, 100,000 IP Addresses, 1-Year	\$17,983.54
54151	MTC-P-SUB-ESI3-150K	ESI3+	Premium Maintenance ESI 3.0+, 150,000 IP Addresses, 1-Year	\$25,321.97
54151	MTC-P-SUB-ESI3-200K	ESI3+	Premium Maintenance ESI 3.0+, 200,000 IP Addresses, 1-Year	\$31,710.74
54151	MTC-P-SUB-ESI3-250K	ESI3+	Premium Maintenance ESI 3.0+, 250,000 IP Addresses, 1-Year	\$37,236.21
54151	MTC-P-SUB-ESI3-300K	ESI3+	Premium Maintenance ESI 3.0+, 300,000 IP Addresses, 1-Year	\$41,898.27
54151	MTC-P-SUB-ESI3-350K	ESI3+	Premium Maintenance ESI 3.0+, 350,000 IP Addresses, 1-Year	\$45,697.03
54151	MTC-P-SUB-ESI3-400K	ESI3+	Premium Maintenance ESI 3.0+, 400,000 IP Addresses, 1-Year	\$48,546.01

54151	MTC-P-SUB-ESI3-450K	ESI3+	Premium Maintenance ESI 3.0+, 450,000 IP Addresses, 1-Year	\$50,531.81
54151	MTC-P-SUB-ESI3-500K	ESI3+	Premium Maintenance ESI 3.0+, 500,000 IP Addresses, 1-Year	\$52,517.50
54151	MTC-P-SUB-ESI3-750K	ESI3+	Premium Maintenance ESI 3.0+, 750,000 IP Addresses, 1-Year	\$73,684.63
54151	MTC-P-SUB-ESI3-1000K	ESI3+	Premium Maintenance ESI 3.0+, 1,000,000 IP Addresses, 1-Year	\$91,896.18
54151	ESI-1Y-PORTAL	ESI3+	Lumeta ESI 3.0+ Portal for Multiple Command Centers (annual)	\$56,520.75
611420	PS-TRN-IPS	Training	IPsonar Training - Two-day training course at one site for up to six engineers. Training covers Lumeta IPsonar	\$5,863.65
611420	PS-TRN-ESI	Training	ESI Training - 2-day Training Course (one site for up to six engineers) - Training Covers Lumeta ESI Only	\$5,863.65

<b>Commercial Job Title:</b>	<b>Application Programmer</b>
<b>Minimum/General Experience:</b>	At least 3 years' experience in similar field or in a related area analyzing functional business applications and design specifications for functional areas such as payroll, logistics and contracts.
<b>Functional Responsibility:</b>	Develops block diagrams and logic flow charts. Translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation including both program-level and user-level documentation. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 7 years' experience.

<b>Commercial Job Title:</b>	<b>Application Systems Analyst/Programmer, Intermediate</b>
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<p><b>Minimum/General Experience:</b></p>	<p>At least 4 years' experience in similar field or in a related area in formulating and defining system scope and objectives through research and fact-finding to develop or modify moderately complex information systems.</p>
<p><b>Functional Responsibility:</b></p>	<p>Under general supervision, prepares detailed specifications from which programs will be written. Designs, codes, tests, debugs, documents, and maintains those programs. Competent to work on most phases of applications systems analysis and programming activities, but requires instruction and guidance in other phases.</p>

<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 8 years' experience.
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<b>Commercial Job Title:</b>	<b>Application Systems Analyst/Programmer, Senior</b>
<b>Minimum/General Experience:</b>	6 years' experience in similar field or in a related area formulating and defining system scope and objectives.
<b>Functional Responsibility:</b>	Under general direction, devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications from which programs will be written. Designs, codes, tests, debugs, and documents those programs. Competent to work at the highest technical level of all phases of applications systems analysis and programming activities. May be responsible for completion of a phase of a project. Regularly provides guidance and training to less-experienced analyst/programmers.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or at least 10 years' experience

<b>Commercial Job Title:</b>	<b>Business Process Consultant</b>
<b>Minimum/General Experience:</b>	6 years' experience in similar field or in a related area that requires the highest-level understanding of organization's business systems and industry requirements.
<b>Functional Responsibility:</b>	Responsible for most complex systems process analysis, design, and simulation. Focus is on process analysis and re-engineering, with an understanding of technical problems and solutions as they relate to the current and future business environment. Creates process change by integrating new processes with existing ones and communicating these changes to impacted Business Systems teams. Recommends and facilitates quality improvement efforts. May lead re-engineering team and act as project manager in some cases.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 10 years of experience

<b>Commercial Job Title:</b>	<b>Business Subject Matter Specialist</b>
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<b>Minimum/General Experience:</b>	At least 10 years' experience in similar field or in a related area providing technical knowledge and analysis of highly specialized applications and operational environments.
<b>Functional Responsibility:</b>	Provides high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases.
<b>Minimum Education:</b>	Master's Degree or its equivalent or at least 16 years of experience

<b>Commercial Job Title:</b>	<b>Business Systems Analyst, Intermediate</b>
<b>Minimum/General Experience:</b>	4 years' experience in similar field or in a related area in formulating and defining systems scope and objectives through research and fact-finding combined with an understanding of applicable business systems and industry requirements.
<b>Functional Responsibility:</b>	Under general supervision, develops or modifies moderately complex information systems. Includes analysis of business and user needs, documenting requirements, and revising existing system logic difficulties as necessary. Guides and advises less-experienced Business Systems Analysts. Competent to work in some phases of systems analysis and considers the business implications of the application of technology to the current business environment.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 8 years of experience

<b>Commercial Job Title:</b>	<b>Business Systems Analyst, Senior</b>
<b>Minimum/General Experience:</b>	6 years' experience in similar field or in a related area in formulating and defining systems scope and objectives based on both user needs and a good understanding of applicable business systems and industry requirements.
<b>Functional Responsibility:</b>	Under general direction, formulates and defines systems scope and objectives based on both user needs and a good understanding of applicable business systems and industry requirements. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Includes analysis of business and user needs, documentation of

	requirements, and translation into proper system requirement specifications. Guides and advises less-experienced Business Systems Analysts. Competent to work at the highest technical level of most phases of systems analysis while considering the business implications of the application of technology to the current and future business environment.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 10 years of experience

<b>Commercial Job Title:</b>	<b>Business Systems Specialist</b>
<b>Minimum/General Experience:</b>	4 years' experience in similar field or in a related area as a top-level technical contributor with expertise in particular business processes responsible for formulating systems scope and objectives relative to the organization's business plan and industry requirements.
<b>Functional Responsibility:</b>	Acts independently or as a member of a project team responsible for providing technical guidance concerning the business implications of the application of various systems. Provides technical consulting on complex projects. Devises and/or modifies procedures to solve the most complex technical problems related to computer equipment capacity and limitations, operating time, and form of desired results. Creates detailed specifications from which programs will be written. May have quality assurance responsibilities.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 8 years of experience

<b>Commercial Job Title:</b>	<b>Client/Server Database Manager</b>
<b>Minimum/General Experience:</b>	8 years' experience in similar field or in a related area in projecting long-range requirements for client/server database administration in conjunction with other managers in the information systems function as well as business function managers.
<b>Functional Responsibility:</b>	Prepares activity and progress reports regarding the client/server database management section.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 12 years of experience

<b>Commercial Job Title:</b>	<b>Client/Server Network Architect</b>
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<b>Minimum/General Experience:</b>	4 years' experience in similar field or in a related area as a top-level technical expert responsible for design and development of a client/server environment.
<b>Functional Responsibility:</b>	Develops strategy of client/server system and the design infrastructure necessary to support that strategy. Advises on selection of technological purchases with regards to processing, data storage, data access, and applications development. Sets standards for the client/server relational database structure for the organization (SQL, ORACLE, SYBASE, etc.). Advises of feasibility of potential future projects to management.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 8 years of experience

<b>Commercial Job Title:</b>	<b>Client/Server Support Analyst</b>
<b>Minimum/General Experience:</b>	2 years' experience in similar field or in a related area assisting with personal computer operating systems software and communication systems software.
<b>Functional Responsibility:</b>	Under general supervision, designs, tests, and maintains personal computer systems. Responsible for analyzing and solving personal computer-related problems. Responsible for security, integrity, and reliability of personal computer systems. Tests and integrates new hardware, systems and modifications to existing equipment and systems. Performs research/investigations, analysis, design, testing, and installation of supported hardware and software. Schedules installation of new hardware and software and modifications to existing systems. Monitors performance of hardware and its capacity in all assigned locations. Recommends and implements enhancements to existing hardware and systems.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 6 years of experience

<b>Commercial Job Title:</b>	<b>Communications Network Specialist</b>
<b>Minimum/General Experience:</b>	At least 3 years' experience in similar field or in a related area in design and optimize network topologies and site configurations.
<b>Functional Responsibility:</b>	Coordinates requirements with users and suppliers. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude are required. Typically reports to a supervisor or

	manager. Analyzes network characteristics (e.g., traffic, connect time, transmission speeds, packet sizes and throughput) and recommends procurement, removals and modifications to network components.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 7 years' experience.

<b>Commercial Job Title:</b>	<b>Computer Operations Manager</b>
<b>Minimum/General Experience:</b>	8 years' experience in similar field or in a related area being responsible for all activities relating to the operation of centralized data processing equipment and peripheral information systems equipment.
<b>Functional Responsibility:</b>	Establishes detailed schedules for the utilization of all equipment in the computer operations section to obtain maximum utilization. Assigns personnel to various operations and directs their activities. Reviews and evaluates work and prepares performance reports. Confers with and advises subordinates on administrative policies and procedures, technical problems, priorities, and methods. Consults with personnel in other information systems sections to coordinate activities. Prepares activity and progress reports regarding the computer operations section. Frequently reports to a Director of Information Systems Operations.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 12 years' experience

<b>Commercial Job Title:</b>	<b>Computer System Analyst, Senior</b>
<b>Minimum/General Experience:</b>	At least 4 years' experience in similar field or in a related area.
<b>Functional Responsibility:</b>	Coordinates with the Program Manager to ensure problem solution and user satisfaction. Provides technical and administrative direction for personnel performing software development tasks, including the review of work products for correctness, adherence to the design concept and to user standards, and for progress in accordance with schedules. Makes recommendations, if needed, for approval of major systems installations. Prepares milestone status reports and deliveries/presentations on the system concept to colleagues, subordinates and end user representatives. Provides daily supervision and direction to staff. Familiar with a variety of field's concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety

	of complicated tasks. May lead and direct the work of others. May report directly to an executive or head of a unit/department.
<b>Minimum Education:</b>	An Associate's degree or its equivalent or 6 years' experience.

<b>Commercial Job Title:</b>	<b>Consultant</b>
<b>Minimum/General Experience:</b>	6 years of experience in similar field or in a related area.
<b>Functional Responsibility:</b>	Works with end user groups to evaluate and solve technical problems. Evaluates existing systems and/or user needs to analyze, design, recommend, and implement system changes
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 10 years of experience

<b>Commercial Job Title:</b>	<b>Data Architect</b>
<b>Minimum/General Experience:</b>	7 years of experience in similar field or in a related area.
<b>Functional Responsibility:</b>	Under general supervision, works in a data warehouse environment, which includes data design, database architecture, metadata, and repository creation. Translates business needs into long-term architecture solutions. Defines, designs, and builds dimensional databases. Responsible for developing data warehousing blueprints, evaluating hardware and software platforms, and integrating systems. Evaluates reusability of current data for additional analyses. Conducts data cleaning to rid the system of old, unused, or duplicate data. Reviews object and data models and the metadata repository to structure the data for better management and quicker access.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 11 years of experience

<b>Commercial Job Title:</b>	<b>Data/Configuration Management Specialist</b>
<b>Minimum/General Experience:</b>	6 years' experience in similar field or in a related area providing configuration management planning.
<b>Functional Responsibility:</b>	Describes provisions for configuration identification, change control, configuration status accounting, and configuration audits. Regulates the

	change process so that only approved and validated changes are incorporated into product documents and related software.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 10 years' experience.

<b>Commercial Job Title:</b>	<b>Database/Analyst/Programmer, Intermediate</b>
<b>Minimum/General Experience:</b>	4 years' experience in similar field or in a related area providing design, implementation and maintenance of moderately complex databases.
<b>Functional Responsibility:</b>	Under general supervision, designs, implements and maintains moderately complex databases. Maintains database dictionaries and integration of systems through database design. Competent to work on most phases of database administration but may require some instruction and guidance in other phases
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 8 years' experience

<b>Commercial Job Title:</b>	<b>Database/Analyst/Programmer, Senior</b>
<b>Minimum/General Experience:</b>	6 years' experience in similar field or in a related area providing design, implementation and maintenance of moderately complex databases.
<b>Functional Responsibility:</b>	Under general direction, designs, implements and maintains complex database with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and security, documentation and statistical methods. Includes maintenance of database dictionaries, overall monitoring of standards and procedures and integration of systems through database design. Competent to work at the highest level of all phases of database management.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 10 years' experience

<b>Commercial Job Title:</b>	<b>Disaster Recovery Administrator</b>
<b>Minimum/General Experience:</b>	4 years of experience in similar field or in a related area in disaster recovery/business resumption planning.

<p><b>Functional Responsibility:</b></p>	<p>Under general supervision, responsible for the overall security and integrity of organizational electronic data, data systems, and data networks. Designs and administers programs to include policies, standards, guidelines, training programs, and a viable quality assurance process for disaster recovery.</p> <p>Oversees and reviews the testing and implementation of software, data systems, and data networks to ensure that the integrity and security of all electronic data and data systems are adequately protected. Oversees and facilitates the preparation of an organization-wide business resumption plan. Responsible for ensuring the business resumption plan adequately addresses the organization's requirements and established time frames. Responsible for day-to-day security administration of the organization's data systems and data networks including systems access administration.</p>
<p><b>Minimum Education:</b></p>	<p>Bachelor of Science Degree or its equivalent or 8 years of experience</p>

<p><b>Commercial Job Title:</b></p>	<p><b>Disaster Recovery Analyst, Senior</b></p>
<p><b>Minimum/General Experience:</b></p>	<p>6 years' experience in similar field or in a related area.</p>
<p><b>Functional Responsibility:</b></p>	<p>Manages daily activities for ensuring the security and integrity of company data, databases, information systems, and technology. Manages disaster recovery and resumption plans. Guides the implementation of data models, database designs, data access and table maintenance codes. Implements policies for resolving database performance, capacity and replication issues. Familiar with concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is required. Typically reports to a head of a unit/department.</p>
<p><b>Minimum Education:</b></p>	<p>Bachelor of Science Degree or its equivalent or 10 years' experience</p>

<p><b>Commercial Job Title:</b></p>	<p><b>Disaster Recovery Analyst</b></p>
<p><b>Minimum/General Experience:</b></p>	<p>4 years of experience in similar field or in a related area providing security and integrity of assigned electronic data, data systems, and data networks.</p>
<p><b>Functional Responsibility:</b></p>	<p>Responsible for designs and administers programs to include policies, standards, guidelines, training programs and a viable quality assurance process for disaster recovery. Oversees and reviews the testing and</p>

	implementation of software, data systems and data networks to ensure that the integrity and security of all electronic data and data systems are adequately protected. Oversees and facilitates the preparation of an organization-wide business resumption plan. Responsible for ensuring the business resumption plan adequately addresses the organization's requirements and established time frames.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 8 years' experience

<b>Commercial Job Title:</b>	<b>Documentation Specialist, Intermediate</b>
<b>Minimum/General Experience:</b>	2 years of experience in similar field or in a related area.
<b>Functional Responsibility:</b>	Under general supervision, prepares and/or maintains systems, programming, and operations documentation, including user manuals. Maintains a current internal documentation library. Competent to work on most phases of documentation.
<b>Minimum Education:</b>	Associates Degree or its equivalent or 4 years' experience.

<b>Commercial Job Title:</b>	<b>Documentation Specialist, Senior</b>
<b>Minimum/General Experience:</b>	6 years of experience in similar field or in a related area.
<b>Functional Responsibility:</b>	Under general supervision, is responsible for preparing and/or maintaining systems, programming, and operations documentation, procedures, and methods including user manuals and reference manuals. Maintains a current internal documentation library. Provides or coordinates special documentation services as required. Competent to work at the highest level of all phases of documentation. May act as project leader for large positions.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 10 years' experience

<b>Commercial Job Title:</b>	<b>Engineering Subject Matter Specialist</b>
<b>Minimum/General Experience:</b>	At least 10 years of experience in similar field or in a related area.



<b>Functional Responsibility:</b>	Provides technical knowledge and analysis of highly specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation, and implementation advice on exceptionally complex problems that necessitate high-level knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, modeling, simulation, testing, integration, documentation and presentation phases.
<b>Minimum Education:</b>	Master's Degree or its equivalent or 16 years' experience

<b>Commercial Job Title:</b>	<b>e-Business Program Manager/Subject Matter Expert</b>
<b>Minimum/General Experience:</b>	5 years' experience in similar field or in a related area overseeing the ongoing development, implementation, coordination, maintenance and overall strategy of an eBusiness project.
<b>Functional Responsibility:</b>	<p>Responsible for formulating and enforcing work standards and assigning contractor schedules. Provides in-depth knowledge of eBusiness planning, concepts and strategies, Web technologies, systems design and database infrastructures. Performs studies and analysis addressing the business planning, strategic planning and financial models.</p> <p>Responsibilities include:</p> <ul style="list-style-type: none"> <li>• Formulating and enforcing work standards</li> <li>• Assigning contractor schedules</li> <li>• Reviewing, analyzing and recommending solutions for program work anomalies</li> <li>• Supervising contractor personnel</li> <li>• Communicating policies, purposes and goals of the organization to subordinates</li> <li>• Managing multiple projects within the program scope</li> <li>• Initiating and resolving ECPs</li> <li>• Provide project status and reporting</li> </ul> <p>Familiar with a variety of field's concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to an executive or head of a unit/department.</p>
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 9 years' experience.

<b>Commercial Job Title:</b>	<b>e-Business Application Analyst, Senior</b>
<b>Minimum/General Experience:</b>	At least 4 years of experience in the field or in a related area.
<b>Functional Responsibility:</b>	Analyzes and develops computer software processing a wide range of capabilities supporting the use of the Internet for business-to-business and eCommerce solutions. Analyzes the problem and information to be processed and translates these into system specifications for eBusiness projects. Defines the problem, and develops system requirements and program specifications, from which programmers prepare detailed flowcharts, programs and tests. Works closely with programmers to coordinate proper implementation of program and system specifications. Develops system alternative solutions in conjunction with functional users. Familiar with a variety of field's concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to an executive or head of a unit/department.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 8 years' experience.

<b>Commercial Job Title:</b>	<b>e-Business Functional Analyst, Senior</b>
<b>Minimum/General Experience:</b>	At least 4 years of experience in the field or in a related area. Development of design documentation for developers and coordinates the communication between the technology, content and business areas.
<b>Functional Responsibility:</b>	Analyzes user needs to determine functional business requirements and feasibility research for web applications. Applies an enterprise-wide set of disciplines for the planning, analysis, design and construction of e-business systems on an enterprise-wide basis. Familiar with a variety of field's concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to an executive or head of a unit/department.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 8 years' experience.

<b>Commercial Job Title:</b>	<b>e-Business Programmer Analyst</b>
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<b>Minimum/General Experience:</b>	At least 2 years of experience in the field or in a related area. Program design, coding, debugging, testing and documentation.
<b>Functional Responsibility:</b>	Analyzes functional business applications and designs specifications for business-to-business and e-commerce solutions. Creates web-enabled applications for dynamic websites for Internet and Intranet environments using tools like Java, Javascript, HTML and ASP. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 6 years' experience.

<b>Commercial Job Title:</b>	<b>e-Business Technical Specialist, Senior</b>
<b>Minimum/General Experience:</b>	At least 5 years of experience in the field or in a related area making technical recommendations on technical and infrastructure solutions. Experienced in database management concepts and systems
<b>Functional Responsibility:</b>	Provides technical and administrative direction for personnel performing eBusiness development. Provides technical expertise in the design, development, testing and implementation of database driven e-Business applications. Must be proficient in developing architecture and implementing interactive web sites in business-to-business scenarios. Must be proficient in HTML design and experienced in the installation of a variety of HTTP server configurations. Working knowledge of Internet scripting tools. A strong design background with advanced database interface experience is required. Strong object-oriented programming and Java applet authoring background is required. Familiar with a variety of field's concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to an executive or head of a unit/department.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 9 years' experience.

<b>Commercial Job Title:</b>	<b>ERP Business Analyst, Intermediate</b>
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<b>Minimum/General Experience:</b>	4 years of experience in the field or in a related area applying functional knowledge to design and customize workflow systems that provide seamless integration for client/server applications.
<b>Functional Responsibility:</b>	Under general supervision, serves as subject matter expert associated with content, processes, and procedures associated with enterprise applications. Writes functional requirements, develops test plans, and works with production issues.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 8 years of experience

<b>Commercial Job Title:</b>	<b>ERP Business Analyst, Senior</b>
<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area serving as senior subject matter expert associated with content, processes, and procedures associated with ERP.
<b>Functional Responsibility:</b>	Under general direction, defines detailed requirements, analyzes business needs, and validates solutions with the client. Details requirements through product development and other functions to support the project team. Monitors other business analysts in software development methods and processes and implementation of those methods. Evaluates development projects and assists in tailoring the development process to meet the project needs.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 10 years of experience

<b>Commercial Job Title:</b>	<b>ERP Business Analyst/Subject Matter Expert</b>
<b>Minimum/General Experience:</b>	10 years of experience in the field or in a related area adapting functional business requirements and processes to technical solutions based upon comprehensive enterprise application solution sets.
<b>Functional Responsibility:</b>	Enterprise resource planning and management processes, including but not limited to knowledge management, investment analysis, data warehousing, e-commerce, return on investment analysis, human resource analysis, material management and logistics, supply chain management, procurement, ordering, manufacturing, decision support, and information dissemination.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 14 years of experience

<b>Commercial Job Title:</b>	<b>ERP Programmer</b>
<b>Minimum/General Experience:</b>	4 years of experience in the field or in a related area working with ERP client/server enterprise application
<b>Functional Responsibility:</b>	Under general supervision, designs and develops all aspects of data conversion. Builds application tables, panels, and reports. Codes individual modules and complex functions. Develops application tables, panels, and reports for projects. Responsible for software integration and external interface development. Troubleshoots and resolves testing issues. Responsible for technical documentation.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 8 years of experience

<b>Commercial Job Title:</b>	<b>Functional Analyst, Senior</b>
<b>Minimum/General Experience:</b>	At least 7 years' experience in similar field or in a related area performing functional allocation to identify required tasks and their relationships. Identifies resources required for each task
<b>Functional Responsibility:</b>	Analyzes user needs to determine functional requirements. Provides daily supervision and direction to staff. Familiar with a variety of field's concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to an executive or head of a unit/department.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 11 years' experience.

<b>Commercial Job Title:</b>	<b>Graphics Specialist</b>
<b>Minimum/General Experience:</b>	4 years of experience in the field or in a related area in graphics design and use, operation, and setup of computer graphic systems for business communications.
<b>Functional Responsibility:</b>	Responsible for executing graphic projects and assists in coordination of all graphic production scheduling. Coordinates production support with outside vendors, as needed. Ensures that graphic projects are completed on time, within budget, and to user's satisfaction. Interfaces with users to determine scope of project and best graphic medium. Trains other personnel in proper use of computer graphic equipment. Troubleshoots computer equipment

	problems and performs minor preventive maintenance. Frequently reports to a department manager or information systems management.
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 8 years of experience

<b>Commercial Job Title:</b>	<b>Groupware Specialist</b>
<b>Minimum/General Experience:</b>	4 years of experience in the field or in a related area implementing, maintaining, and supporting of organization messaging system.
<b>Functional Responsibility:</b>	May work closely with first tier support staff to solve system problems. Ensures smooth integration of all groupware systems in a particular environment. Provides technical support on local groupware replication and client dial-up access issues. Prepares documentation that will assist in the maintenance of the groupware system. May serve as an internal consultant to developers, assisting them in the area of server supports, security, ID files, and other development issues that will aid the process. Requires solid working knowledge of WANs, LANs, and telecommunication concepts as they relate to the groupware system and database replication
<b>Minimum Education:</b>	Bachelor of Science Degree or its equivalent or 8 years of experience

<b>Commercial Job Title:</b>	<b>Help Desk Coordinator, Intermediate</b>
<b>Minimum/General Experience:</b>	3 years of experience in the field or in a related area in problem recognition, research, isolation, and resolution steps.
<b>Functional Responsibility:</b>	Under general supervision, responds to and diagnoses problems through discussions with users. Typically, is able to resolve less complex problems immediately, while more complex problems are assigned to senior level support. May involve use of problem management database and help desk systems.
<b>Minimum Education:</b>	An Associate's Degree or its equivalent or 5 years' experience

<b>Commercial Job Title:</b>	<b>Help Desk Coordinator, Senior</b>
<b>Minimum/General Experience:</b>	6 years' experience in the field or in a related area ensuring the timely process through which problems are controlled.

<b>Functional Responsibility:</b>	Under general direction, responsible for problem recognition, research, isolation, resolution, and follow-up steps. Requires experience and understanding of MIS environment. Typically involves use of problem management database and help desk system. May provide guidance/training for less-experienced personnel.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years' experience.

<b>Commercial Job Title:</b>	<b>Help Desk Manager</b>
<b>Minimum/General Experience:</b>	8 years' experience in the field or in a related area in help desk operations associated with the identification, prioritization and resolution of reported problems.
<b>Functional Responsibility:</b>	Has overall responsibility for all phases of help desk support are properly coordinated, monitored, logged, tracked and resolved appropriately. May maintain responsibility for development, maintenance and integrity of helpdesk software
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 12 years' experience.

<b>Commercial Job Title:</b>	<b>Help Desk Support I</b>
<b>Minimum/General Experience:</b>	1 year training in similar field or one 1-year work experience in the field or in a related area providing support to end users on a variety of issues
<b>Functional Responsibility:</b>	Responds to telephone calls, email and personnel requests for technical support. Identifies, researches, and resolves technical problems. Tracks and monitors the problem to insure a timely resolution. Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Little creativity is required. Typically reports to a project leader or manager.
<b>Minimum Education:</b>	An Associate's Degree or its equivalent or 3 year's experience.

<b>Commercial Job Title:</b>	<b>Help Desk Support Services Specialist, Intermediate</b>
<b>Minimum/General Experience:</b>	2 year's experience in the field or in a related area providing second-tier support to end users for either PC, server, or mainframe applications and hardware.
<b>Functional Responsibility:</b>	Under general direction handles problems that the first tier of help desk support is unable to resolve. May interact with network services, software systems engineering, and/or applications development to restore service and/or identify and correct core problem. Simulates or recreates user problems to resolve operating difficulties. Recommends systems modifications to reduce user problems. Maintains currency and high level of technical skill in field of expertise. Escalates more complex problems to senior level.
<b>Minimum Education:</b>	An Associate's Degree or its equivalent or 4 years' experience.

<b>Commercial Job Title:</b>	<b>Help Desk Support Service Specialist, Senior</b>
<b>Minimum/General Experience:</b>	6 years' experience in the field or in a related area providing second-tier support to end users for either PC, server, or mainframe applications and hardware.
<b>Functional Responsibility:</b>	Under general direction, handles problems that the first tier of help desk support is unable to resolve. May interact with network services, software systems engineering, and/or applications development to restore service and/or identify and correct core problem. Simulates or recreates user problems to resolve operating difficulties. Recommends systems modifications to reduce user problems. Maintains currency and highest level of technical skill in field of expertise.
<b>Minimum Education:</b>	An Associate's Degree or its equivalent or 8 years' experience.

<b>Commercial Job Title:</b>	<b>Information Assurance Engineer</b>
<b>Minimum/General Experience:</b>	6 Years of experience in the field or in a related area of complex system-wide information security requirements based upon the analysis of user, policy, regulatory, and resource demands.



<b>Functional Responsibility:</b>	Supports customers at the highest levels in the development and implementation of doctrine and policies. Applies know-how to government and commercial common user systems, as well as to dedicated special purpose systems requiring specialized security features and procedures.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years of experience

<b>Commercial Job Title:</b>	<b>Information Assurance Systems/Lead Engineer/Senior Manager</b>
<b>Minimum/General Experience:</b>	10 years of experience in the field or in a related area in Installations, configurations and maintenance of organization's operating systems.
<b>Functional Responsibility:</b>	Analyzes and resolves problems associated with server hardware, NT, applications software. Detects, diagnoses, and reports NT related problems on both NT server and NT desktop systems. Performs a wide variety of tasks in software/hardware maintenance and operational support of NT Server systems.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 14 years of experience

<b>Commercial Job Title:</b>	<b>Information Engineer, Senior</b>
<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area applying business process improvement practices to re-engineer methodologies/principles and business process modernization projects.
<b>Functional Responsibility:</b>	Assists in establishing standards for information systems procedures. Applies, as appropriate, activity and data modeling, transaction flow analysis, internal control and risk analysis and modern business methods and performance measurement techniques. Develops and applies organization-wide information models for use in designing and building integrated, shared software and database management systems. Constructs sound, logical business improvement opportunities consistent with the CIM guiding principles, cost savings and open system architecture objectives. Provides daily supervision and direction to staff. Familiar with a variety of field's concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to an executive or head of a unit/department.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years' experience.

<b>Commercial Job Title:</b>	<b>Information Security Business Analyst</b>
<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area.
<b>Functional Responsibility:</b>	Determines enterprise information security standards. Develops and implements information security standards and procedures. Ensures that all information systems are functional and secure.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years of experience.

<b>Commercial Job Title:</b>	<b>Information Systems Consultant</b>
<b>Minimum/General Experience:</b>	10 years of experience in the field or in a related area working with user groups to solve business problems with available technology including hardware, software, databases, and peripherals.
<b>Functional Responsibility:</b>	Top-level technical expert supporting unlimited end user groups. Requires high level of diverse technical experience related to studying and analyzing systems' needs, systems development, systems process analysis, design, and re-engineering. Have skills and experience related to business management, systems engineering, operations research, and management engineering. Typically requires specialization in particular software or business application utilized in an end user environment. Keeps abreast of technological developments and applications.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 14 years of experience

<b>Commercial Job Title:</b>	<b>Information System Training Specialist, Intermediate</b>
<b>Minimum/General Experience:</b>	4 years of experience in the field or in a related area.
<b>Functional Responsibility:</b>	Under general supervision, organizes and conducts moderately complex training and educational programs for information systems or user personnel. Maintains records of training activities, employee progress, and program effectiveness. Competent to work on most phases of information systems training.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 8 years of experience

<b>Commercial Job Title:</b>	<b>Information System Training Specialist, Senior</b>
<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area.
<b>Functional Responsibility:</b>	Under general direction, organizes, prepares, and conducts complex training and educational programs for information systems or user personnel. May design and develop in-house programs. Maintains records of training activities, employee progress, and program effectiveness. Competent to work at the highest level of all phases of information systems training.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years of experience

<b>Commercial Job Title:</b>	<b>IT Subject Matter Expert</b>
<b>Minimum/General Experience:</b>	8 years of experience in the field or in a related area providing extremely high-level subject matter proficiency for work described in the task.
<b>Functional Responsibility:</b>	Provides advanced technical knowledge and analysis of highly specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation, training, and implementation advice on complex problems that require doctorate level knowledge of the subject matter for effective implementation.
<b>Minimum Education:</b>	Master's Degree or its equivalent or 14 years of experience

<b>Commercial Job Title:</b>	<b>LAN Administrator, Intermediate</b>
<b>Minimum/General Experience:</b>	4 years of experience in the field or in a related area responsible for the acquisition, installation, maintenance, and usage of the organization's local area network.
<b>Functional Responsibility:</b>	Under general supervision, manages LAN performance and maintains LAN security. Ensures that security procedures are implemented and enforced. Installs all network software. Evaluates, develops and maintains telecommunications systems. Troubleshoots LAN problems. Establishes and implements LAN policies, procedures, and standards and ensures their conformance with information systems and organization objectives. Trains users on LAN operation. Frequently reports to a PC support manager or Senior LAN Administrator.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 8 years of experience

<b>Commercial Job Title:</b>	<b>LAN Administrator, Senior</b>
<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area responsible for administration and day-to-day operation of organization's local area network(LAN).
<b>Functional Responsibility:</b>	<p>Under general direction, provides integrated team support and maintenance of LAN hardware and software. Maintains integrity of the LAN hardware and software. Installs LAN software upgrades, including planning and scheduling, testing and coordination. Studies vendor products to determine those which best meet organization needs; assists in presentation of information to management resulting in purchase, and installation of hardware, software, and telecommunications equipment. Performs LAN security procedures, including implementing login requests. Evaluates new products and technologies to determine impact on existing system configurations.</p> <p>Prepares proposals, cost/benefit analyses, and feasibility studies. Provides liaison support between the PC/LAN team, vendors and internal support group as needed. Frequently reports to an information system executive.</p>
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years of experience

<b>Commercial Job Title:</b>	<b>LAN Support Technician, Intermediate</b>
<b>Minimum/General Experience:</b>	4 years of experience in the field or in a related area monitoring and responding to technical control facility hardware and software problems utilizing hardware and software testing tools and techniques.
<b>Functional Responsibility:</b>	<p>Under general supervision, may interface with vendor support service groups to ensure proper escalation during outages or periods of degraded system performance. May assist with installation of terminals and associated hardware. May provide LAN server support. Requires strong knowledge of PC/LAN communications hardware/software, in a multi-protocol environment, and network management software.</p>
<b>Minimum Education:</b>	Bachelors Degree or its equivalent or 8 years of experience

<b>Commercial Job Title:</b>	<b>LAN Support Technician, Senior</b>
<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area monitoring and responding to complex technical control facility hardware and software

	problems utilizing a variety of hardware and software testing tools and techniques.
<b>Functional Responsibility:</b>	Under general direction, provides primary interface with vendor support service groups or provides internal analysis and support to ensure proper escalation during outages or periods of degraded system performance. May provide LAN server support. Requires extensive knowledge of PC/LAN communications hardware/software in a multi-protocol environment and network management software. May function as lead position providing guidance and training for less-experienced technicians.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years of experience

<b>Commercial Job Title:</b>	<b>LAN/WAN Integrator</b>
<b>Minimum/General Experience:</b>	4 years of experience in the field or in a related area.
<b>Functional Responsibility:</b>	Responsible for the overall integration of the enterprise-wide network including the planning, design, installation, maintenance, management, and coordination of the corporate LAN/WAN (may include local, metropolitan, and wide area networks). Has responsibility for technical architecture and recommendations related to LAN/WAN. Typically, a top-level technical contributor with advanced knowledge and experience in the area of local and wide area networking, communications, and related hardware/software. Maintains high level of technical expertise and studies vendor products to determine those which best meet organization needs. Presents information to management, which may result in the purchase and installation of hardware, software, and telecommunications equipment. Recommends network security procedures and policies. Knowledgeable in a multi-platform operating environment. May work with Voice and/or Data Communications Analysts.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 8 years of experience

<b>Commercial Job Title:</b>	<b>Lead Operator</b>
<b>Minimum/General Experience:</b>	2 years' experience in similar field or in a related area operating computer consoles and peripheral equipment according to site specific operating procedures.

<b>Functional Responsibility:</b>	Provides daily supervision and direction to staff. Familiar with a variety of field's concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to an executive or head of a unit/department.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 6 years' experience.

<b>Commercial Job Title:</b>	<b>Network Administrator</b>
<b>Minimum/General Experience:</b>	5 year's experience in similar field or in a related area in supervising and managing the daily activities of configuration and operation of business systems.
<b>Functional Responsibility:</b>	Optimizes system operation and resource utilization and performs system capacity analysis and planning. Provides assistance to users in accessing and using business systems. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 9 years' experience.

<b>Commercial Job Title:</b>	<b>Network Control Technician</b>
<b>Minimum/General Experience:</b>	0 years of experience in the field or in a related area testing and analyzing all elements of complex network facilities (including power, software, communications devices, lines, modems, and terminals).
<b>Functional Responsibility:</b>	Monitors and controls the performance and status of the network resources. Utilizes software and hardware tools and identifies and diagnoses complex problems and factors affecting network performance.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 4 years' experience.

<b>Commercial Job Title:</b>	<b>Network Engineer, Intermediate</b>
<b>Minimum/General Experience:</b>	4 years of experience in the field or in a related area overseeing the purchase, installation, and support of network communications, including LAN/WAN systems.

<b>Functional Responsibility:</b>	Under general supervision, works on problems of diverse scope where analysis of situation requires evaluation and judgment. Responsible for evaluating current systems. Assists in the planning of large-scale systems projects through vendor comparison and cost studies. Requires thorough knowledge of LAN/WAN systems, networks, and applications.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 8 years of experience

<b>Commercial Job Title:</b>	<b>Network Engineer, Senior</b>
<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area managing the purchase, installation, and support of network communications, including LAN/WAN systems.
<b>Functional Responsibility:</b>	Under general direction, evaluates current systems. Works on complex problems where analysis of situation requires in-depth evaluation of various factors. Plans large-scale systems projects through vendor comparison and cost studies. Provides work leadership and training to lower-level network engineers. Requires expert knowledge of LAN/WAN systems, networks, and applications.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years of experience

<b>Commercial Job Title:</b>	<b>Network Systems Administrator</b>
<b>Minimum/General Experience:</b>	0 years of experience in the field or in a related area providing system administration of Network, Web, and/or communication systems, including Local Area Network (LAN) and Wide Area Network (WAN) systems, involving network security.
<b>Functional Responsibility:</b>	Prepares technical implementation plans that provide integrated solutions including actions, milestones, timelines and critical paths required for complete solutions.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 4 years of experience

<b>Commercial Job Title:</b>	<b>Network Systems Administrator, Intermediate</b>
<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area in the set-up, configuration, and supporting internal and/or external networks.

<b>Functional Responsibility:</b>	Develops and maintains all systems, applications, security, and network configurations. Troubleshoots network performance issues and creates and maintains a disaster recovery plan. Recommends upgrades, patches, and new applications and equipment. Provides technical support and guidance to users. 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. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years of experience

<b>Commercial Job Title:</b>	<b>Network Systems Manager/Lead, Senior</b>
<b>Minimum/General Experience:</b>	10 years of experience in the field or in a related area in supervising all personnel engaged in the operation and support of network facilities, including all communications equipment in large scale or multi-shift operations.
<b>Functional Responsibility:</b>	Supervises complex operations that involve two or more additional functions such as, but not limited to, network operations, systems security, systems software support, and production support activities.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 14 years of experience

<b>Commercial Job Title:</b>	<b>Network/Hardware Support Technician</b>
<b>Minimum/General Experience:</b>	4 years of experience in the field or in a related area monitoring and responding to hardware, software, and network problems.
<b>Functional Responsibility:</b>	Provides the routine testing and analysis of all elements of the network facilities (including power, software, communications machinery, lines, modems, and terminals). Monitors and controls the performance and status of the network resources.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 8 years of experience

<b>Commercial Job Title:</b>	<b>Open Systems Engineer, Senior</b>
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<b>Minimum/General Experience:</b>	2 years' experience in similar field or in a related area in applying software, hardware and standards information technology skills in the analysis specification, development, integration, and acquisition of open systems for Information Management (IM) applications.
<b>Functional Responsibility:</b>	Ensures these systems and applications are compliant with standards for open systems architectures, reference models and profiles of standards (such as the IEEE Open Systems Environment (OSE) reference model) as they apply to the implementation and specifications of IM solutions on the application platform, across the application program interface (API) and the external environment/software application. Evaluates and recommends COTS applications and methodologies that can be acquired to provide inter-operable, portable and scaleable information technology solutions. Performs analysis and validation of reusable software/hardware components to ensure the integration of these components into inter-operable IM designs. Provides daily supervision and direction to staff. Familiar with a variety of field's concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to an executive or head of a unit/department.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 6 years' experience.

<b>Commercial Job Title:</b>	<b>Operations Manager</b>
<b>Minimum/General Experience:</b>	5 years of experience in the field or in a related area in managing computer operations, schedule machine time and oversees daily activities in support of application systems in production and test environments.
<b>Functional Responsibility:</b>	Coordinates with all responsible users and sites. Supervises staff and provide management reports as required to satisfy computer operations service levels. Provides users with computer output. Familiar with a variety of field's concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to an executive or head of a unit/department.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 9 years' experience.

<b>Commercial Job Title:</b>	<b>Operations Manager-Data Communications</b>
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<b>Minimum/General Experience:</b>	5 years of experience in the field or in a related area managing all aspects of the daily operation for data network(s) in either a stand-alone data network environment in a voice and data separated network environment.
<b>Functional Responsibility:</b>	Develops project plans for the implementation of new telecommunication technology and systems. Directs technical analysis of complex software, hardware, and transmission systems. Coordinates with vendors involved in providing communication activities.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 9 years of experience

<b>Commercial Job Title:</b>	<b>Operations Systems Manager</b>
<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area providing assistance and oversight for all information systems operations activities
<b>Functional Responsibility:</b>	Provides assistance and oversight for all information systems operations activities, including computer and telecommunications/communications operations, data entry, data control, operations support, operating systems programming, system security policy procedures, and/or web strategy and operations. Provides input to policy level discussions regarding standards and budget constraints.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years of experience

<b>Commercial Job Title:</b>	<b>Operation Technical Support Manager</b>
<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area being responsible for all activities relating to technical guidance for planning, directing, and monitoring information systems operations.
<b>Functional Responsibility:</b>	Plans and recommends machine modifications or additional equipment to increase the capacity of the system. Prepares operational cost estimates for current and proposed projects. Evaluates vendor proposals for purchases of hardware. May manage related outsourcing contracts and service levels. Directs compilation of records and reports concerning production, machine malfunctioning, and maintenance. May advise or consult on organizational, procedural, and workflow plans, methods, and procedures analysis. Analyzes the results of workflow plans, monitors the operating system(s) and recommends changes to improve processing and utilization. May have

	departmental staff responsibility. Frequently reports to an Information Systems Operations Manager or Director of Information Systems Operations.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years of experience

<b>Commercial Job Title:</b>	<b>Operation/Technical Support Analyst</b>
<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area.
<b>Functional Responsibility:</b>	Provides technical guidance for directing and monitoring information systems operations. Implements machine modifications to increase the capacity of the system. Directs compilation of records and reports concerning production, machine malfunctioning and maintenance.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years of experience

<b>Commercial Job Title:</b>	<b>PC Products Analyst</b>
<b>Minimum/General Experience:</b>	3 years of experience in the field or in a related area in analyzing and evaluating microcomputer products and systems available in the marketplace.
<b>Functional Responsibility:</b>	Under general supervision, Analyzes such products for compatibility, expandability, and ease of use and support. Recommends to management the support or nonsupport of evaluated products. Participates in the development and customization of products. Designs application options/screens compatible with mainframe applications. Prepares product development documentation regarding use of product. Frequently reports to a PC Support Manager.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 7 years of experience

<b>Commercial Job Title:</b>	<b>PC Systems Specialist</b>
<b>Minimum/General Experience:</b>	3 years of experience in the field or in a related area in performing analytical, technical, and administrative work in the planning, design, and installation of new and existing personal computer systems.

<b>Functional Responsibility:</b>	Under general supervision, works on moderately complex applications. Confers with end users to determine types of hardware and software required. Writes programs to fulfill requirements or selects appropriate off-the-shelf software and modifies to suit. May maintain or utilize telecommunications protocols. Installs new hardware and maintains existing hardware. Trains end users in use of equipment and software. Frequently reports to a PC Support Manager.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 7 years of experience

<b>Commercial Job Title:</b>	<b>Production Control</b>
<b>Minimum/General Experience:</b>	4 years of experience in the field or in a related area identifying processing requirements and schedules job streams for computer runs.
<b>Functional Responsibility:</b>	Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager. Provides computer operations support plans, organizes, directs and controls computer systems operations.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 8 years' experience.

<b>Commercial Job Title:</b>	<b>Program Manager, Senior</b>
<b>Minimum/General Experience:</b>	8 years of experience in the field or in a related area in government contract program management experience is required.
<b>Functional Responsibility:</b>	<p>Serves as the IMRI's contract manager and is the primary interface with the Government Contracting Officer (CO), the Contracting Officer's Representative (COR), government management personnel and customer agency representatives. Responsibilities include:</p> <ul style="list-style-type: none"> <li>• Formulating and enforcing work standards</li> <li>• Assigning tasks and schedules</li> <li>• Allocating resources</li> <li>• Managing program budgets</li> <li>• Reconciling work discrepancies</li> <li>• Supervising contractor personnel</li> <li>• Managing all aspects of the program to assure quality performance</li> </ul>

	<ul style="list-style-type: none"> <li>Communicating policies, purposes and goals of the organization to subordinates</li> <li>Managing multiple program/project managers, if required</li> </ul> <p>Provide program status and reporting. Familiar with a variety of field's concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to an executive or head of a unit/department.</p>
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 12 years' experience.

<b>Commercial Job Title:</b>	<b>Programmer</b>
<b>Minimum/General Experience:</b>	At least 1 year of experience in the field or in a related area in translating specifications for software products into code.
<b>Functional Responsibility:</b>	<p>Experience shall include utilization of third or fourth generation or state-of-the-art computer equipment and languages to analyze systems requirements and devise program logic for business messaging management, communication messaging, and tactical and technical problems. Shall have experience in developing detailed flowcharts, instructions for programs, general run diagrams and process flowcharts. Shall also have experience in developing tape layouts, record formats and adding additional data items necessary to accomplish work products.</p> <p>Experience shall be in one or more of the following environments: MVS, UNISYS, UNIX and/or Windows systems. Has knowledge of commonly used concepts, practices, and procedures within a particular field. Optimizes, debugs, and tests newly developed software code. Can be involved with integration of different software modules. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Little creativity is required. Typically reports to a project leader or manager.</p>
<b>Minimum Education:</b>	Associate's Degree or its equivalent or 3 years' experience.

<b>Commercial Job Title:</b>	<b>Project Engineer</b>
<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area in managing long-term IT engineering projects.

<b>Functional Responsibility:</b>	Performs engineering design evaluations and works to complete projects within budget and scheduling restraints. Develops, implements, and monitors information systems policies and controls to ensure data accuracy, security, and regulatory compliance. Reviews reports of computer and peripheral equipment production, malfunction, and maintenance to determine and address problems.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years of experience

<b>Commercial Job Title:</b>	<b>Project Manager</b>
<b>Minimum/General Experience:</b>	4 years of experience in the field or in a related area in the coordination and completion of projects within the information technology department.
<b>Functional Responsibility:</b>	Oversees all aspects of projects. Sets deadlines, assigns responsibilities, and monitors and summarizes progress of project. Builds and maintains working relationships with team members, vendors, and other departments involved in the projects. Prepares reports for upper management regarding status of project. Familiar with a variety of the field's concepts, practices, and procedures. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 8 years of experience.

<b>Commercial Job Title:</b>	<b>Project Manager, Intermediate</b>
<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area in the coordination and completion of projects within the information technology department.
<b>Functional Responsibility:</b>	Responsible for the coordination and completion of projects within the information technology department. Oversees all aspects of projects. Sets deadlines, assigns responsibilities, and monitors and summarizes progress of project. Builds and maintains working relationships with team members, vendors, and other departments involved in the projects. Prepares reports for upper management regarding status of project. Familiar with a variety of the field's concepts, practices, and procedures. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks.

	Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years of experience.

<b>Commercial Job Title:</b>	<b>Project Manager, Senior</b>
<b>Minimum/General Experience:</b>	8 years of experience in the field or in a related area in all aspects of the development and implementation of assigned projects and provides a singlepoint of contact for those projects.
<b>Functional Responsibility:</b>	Takes projects from original concept through final implementation. Interfaces with all areas affected by the project including end users, computer services, and client services. Defines project scope and objectives. Develops detailed work plans, schedules, project estimates, resource plans, and status reports. Conducts project meetings and is responsible for project tracking and analysis. Ensures adherence to quality standards and reviews project deliverables. Manages the integration of vendor tasks and tracks and reviews vendor deliverables. Provides technical and analytical guidance to project team. Recommends and takes action to direct the analysis and solutions of problems.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 12 years of experience

<b>Commercial Job Title:</b>	<b>Quality Assurance Analyst, Intermediate</b>
<b>Minimum/General Experience:</b>	4 years of experience in the field or in a related area carrying out procedures to ensure that all information systems, products and services meet minimum organization standards and end-user requirements.
<b>Functional Responsibility:</b>	Under general supervision, thoroughly tests software to ensure proper operation and freedom from defects. Documents and works to resolve all problems. Reports progress on problem resolution to management. Devises improvements to current procedures and develops models of possible future configurations. Performs workflow analysis and recommends quality improvements. Frequently reports to a Quality Assurance Manager.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 8 years of experience

<b>Commercial Job Title:</b>	<b>Quality Assurance Analyst, Senior</b>
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<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area carrying out procedures to ensure that all information systems, products and services meet minimum organization standards and end-user requirements.
<b>Functional Responsibility:</b>	Under general direction, performs and leads tests of software to ensure proper operation and freedom from defects. May create test data for applications. Documents and works to resolve all complex problems. Reports progress on problem resolution to management. Devises improvements to current procedures and develops models of possible future configurations. Acts as information resource about assigned areas to technical writers and other Quality Assurance Analysts. Performs complex workflow analysis and recommends quality improvements. Frequently reports to a Quality Assurance Manager
<b>Minimum Education:</b>	Bachelors of Science or at least 10 years of experience

<b>Commercial Job Title:</b>	<b>Software Architect, Senior</b>
<b>Minimum/General Experience:</b>	10 years of experience in the field or in a related area.
<b>Functional Responsibility:</b>	Works independently designing and developing new software products or major enhancements to existing software. May lead a large development team in the design of highly complex software systems. Acts as highest-level technical expert, addressing problems of systems integration, compatibility, and multiple platforms. Responsible for project completion. Performs feasibility analysis on potential future projects to management.
<b>Minimum Education:</b>	Bachelors of Science or at least 14 years of experience

<b>Commercial Job Title:</b>	<b>Software Developer, Intermediate</b>
<b>Minimum/General Experience:</b>	4 years of experience in the field or in a related area.
<b>Functional Responsibility:</b>	Under general supervision, develops codes, tests, and debugs new software or enhancements to existing software. Has good understanding of business applications. Works with technical staff to understand problems with software and resolve them. Resolves customer complaints with software and responds to suggestions for improvements and enhancements. May assist in development of software user manuals.



<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 8 years' experience
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<b>Commercial Job Title:</b>	<b>Software Developer, Senior</b>
<b>Minimum/General Experience:</b>	6 years' experience in the field or in a related area.
<b>Functional Responsibility:</b>	Under general direction, participates as high-level technical expert in design development, coding, testing, and debugging new software or significant enhancements to existing software. Works with technical staff to understand problems with software and develops specifications to resolve them. Resolves customer complaints and responds to suggestions for improvements and enhancements. Participates in the development of software user manuals. May act as team leader on less complex projects. Assists in training less experienced software development staff. Requires five years' experience in the field.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years' experience.

<b>Commercial Job Title:</b>	<b>Software Engineer, Senior</b>
<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area designing, modifying, developing, writing and implementing software programming applications and/or installs software applications.
<b>Functional Responsibility:</b>	Participates in the testing process through test review and analysis, testing witnessing and certification of software. Familiar with a variety of field's concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to an executive or head of a unit/department.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years' experience.

<b>Commercial Job Title:</b>	<b>Software Systems Engineer, Intermediate</b>
<b>Minimum/General Experience:</b>	4 years of experience in the field or in a related area.
<b>Functional Responsibility:</b>	Under general supervision, works from specifications to develop or modify moderately complex software programming applications. Assists with

	design, coding, benchmark testing, debugging, and documentation of programs. Applications generally deal with utility programs, position control language, macros, subroutines, and other control modules. Competent to work on most phases of software systems programming applications, but requires instruction and guidance in other phases.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 8 years' experience.

<b>Commercial Job Title:</b>	<b>Software Systems Engineer, Senior</b>
<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area.
<b>Functional Responsibility:</b>	Under general direction, formulates and defines specifications for complex operating software programming applications or modifies/maintains complex existing applications using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents those programs. Responsible for applications dealing with the overall operating system, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Competent to work at this highest technical level on all phases of software systems programming applications. May have responsibility for the evaluation of new and existing software products. May assist other systems programmers to effectively utilize the system's technical software.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years' experience.

<b>Commercial Job Title:</b>	<b>Strategic Planner</b>
<b>Minimum/General Experience:</b>	10 years of experience in the field or in a related area providing strategic planning of large projects or a significant segment of a strategic planning portion of a large complex project.
<b>Functional Responsibility:</b>	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.
<b>Minimum Education:</b>	Masters of Science or at least 16 years of experience

<b>Commercial Job Title:</b>	<b>Systems Administrator, Intermediate</b>
<b>Minimum/General Experience:</b>	4 years of experience in the field or in a related area installing, configuring, and maintaining operating system workstations and servers, including web servers, in support of business processing requirements.
<b>Functional Responsibility:</b>	<p>Under general supervision, performs software installations and upgrades to operating systems and layered software packages. Schedules installations and upgrades and maintains them in accordance with established IT policies and procedures. Monitors and tunes the system to achieve optimum performance levels. Ensures workstation/server data integrity by evaluating, implementing, and managing appropriate software and hardware solutions. Ensures data/media recoverability by implementing a schedule of system backups and database archive operations. Supports media management through internal methods and procedures or through offsite storage and retrieval services. Develops and promotes standard operating procedures.</p> <p>Conducts routine hardware and software audits of workstations and servers to ensure compliance with established standards, policies, and configuration guidelines. Develops and maintains a comprehensive operating system hardware and software configuration database/library of all supporting documentation.</p>
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 8 years of experience

<b>Commercial Job Title:</b>	<b>Systems Administrator, Senior</b>
<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area related to system administration.
<b>Functional Responsibility:</b>	<p>Under general direction, assigns personnel to various projects, directs their activities, and evaluates their work. Ensures long-term requirements of systems operations and administration are included in the overall information systems planning of the organization. Responsible for the installation, maintenance, configuration, and integrity of computer software. Implements operating system enhancements that will improve the reliability and performance of the system.</p>
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years of experience

<b>Commercial Job Title:</b>	<b>Systems Analysis and Programming, Senior/Lead/Manager</b>
<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area.
<b>Functional Responsibility:</b>	Develops software within an organization. Directs the software engineering function in developing, releasing, and maintaining software applications/operating systems according to business needs.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years of experience

<b>Commercial Job Title:</b>	<b>Systems Engineer</b>
<b>Minimum/General Experience:</b>	4 years of experience in the field or in a related area.
<b>Functional Responsibility:</b>	Performs a variety of systems engineering tasks and activities that are broad in nature and are concerned with major systems design, integration, and implementation, including personnel, hardware, software, budgetary, and support facilities and/or equipment. Provides quality assurance review and the evaluation of new and existing software products.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 8 of experience

<b>Commercial Job Title:</b>	<b>Systems Engineer, Senior</b>
<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area formulating and defining specifications for complex operating software programming applications or modifies/maintains complex existing applications using engineering releases and utilities from the manufacturer.
<b>Functional Responsibility:</b>	Under general direction, designs, codes, tests, debugs, and documents those programs. Responsible for applications dealing with the overall operating system, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Competent to work at this highest technical level on all phases of software systems programming applications. May have responsibility for the evaluation of new and existing software products. May assist other systems programmers to effectively utilize the system's technical software.

<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 year's experience
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<b>Commercial Job Title:</b>	<b>System Operator</b>
<b>Minimum/General Experience:</b>	At least 3 years of experience in the field or in a related area monitoring and supporting computer processing.
<b>Functional Responsibility:</b>	Coordinates input, output, and file media. Distributes output and controls computer operations. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 7 years' experience.

<b>Commercial Job Title:</b>	<b>System Programmer</b>
<b>Minimum/General Experience:</b>	At least 3 years of experience in the field or in a related area translating specific specifications for computer operating systems and applications that are resident on the operating system
<b>Functional Responsibility:</b>	Experience shall show utilization of third or fourth generation or state-of-the-art computer equipment and languages in support of management, technical and business applications, as well as development of operating systems scripts and utilities for one or more of the following areas: MVS/UNISYS/UNIX/WINDOWS systems for mainframe, mid-tier and personal computers. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager. Optimizes, debugs, and tests newly developed code. Can be involved with integration of different software modules.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 7 years' experience.

<b>Commercial Job Title:</b>	<b>Technical Editor</b>
<b>Minimum/General Experience:</b>	4 years of experience in the field or in a related area being responsible for content of technical documentation.
<b>Functional Responsibility:</b>	Checks author's document for spelling, grammar and content problems (e.g., missing instructions or sections; redundant or unnecessary sections). Accuracy of content may fall under this position or the programmer, depending on the expertise of the editor. Ensures that documents follow the style laid out in the organization's style guide. May also be responsible for maintaining the style guide. Suggests revisions to the style guide as appropriate. Editor is often a technical writer who has moved to this position.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 8 years of experience

<b>Commercial Job Title:</b>	<b>Technical Writer</b>
<b>Minimum/General Experience:</b>	4 years of experience in the field or in a related area writing technical articles, reports, brochures and/or manuals.
<b>Functional Responsibility:</b>	Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. Coordinates the display of graphics and the production of the document.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 8 years of experience

<b>Commercial Job Title:</b>	<b>Telecommunications/Communications Integration Engineer</b>
<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area providing technical direction and analysis for telecommunication activities.
<b>Functional Responsibility:</b>	Provides technical direction and analysis for telecommunication activities, including planning, designing, integrating, installing and maintaining large-scale telecommunications/ communications networks and services with computer systems. Applies telecommunications/communications engineering principles and theory to propose design and configuration alternatives. Analyzes network performance, usage and traffic flows,

	accesses and interfaces, transmission techniques, and protocols to interface with computer systems.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years of experience

<b>Commercial Job Title:</b>	<b>Test Engineer</b>
<b>Minimum/General Experience:</b>	2 years of experience in the field or in a related area.
<b>Functional Responsibility:</b>	Interacts with other engineering groups to define, document, analyze, perform, and interpret tests for products, systems, components, or modifications. Identifies functional problems and suggests resolutions. Assists in the definition of internal quality control standards and the maintenance of reliability programs. Analyzes test cases and provides regular progress reports. Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor or manager.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 6 years of experience

<b>Commercial Job Title:</b>	<b>Test Engineer, Intermediate</b>
<b>Minimum/General Experience:</b>	4 years' experience in the field or in a related area.
<b>Functional Responsibility:</b>	Interacts with other engineering groups to define, document, analyze, perform, and interpret tests for products, systems, components, or modifications. Identifies functional problems and suggests resolutions. Assists in the definition of internal quality control standards and the maintenance of reliability programs. Analyzes test cases and provides regular progress reports. 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 tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a supervisor or manager.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 8 years of experience

<b>Commercial Job Title:</b>	<b>Test Engineer, Senior</b>
<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area.
<b>Functional Responsibility:</b>	Subject matter specialist providing testing know-how in for the support of user requirements of complex to highly complex software/hardware applications. Directs and/or participates in all phases of risk management assessments and software/hardware development with emphasis on analysis of user requirements, test design and test tools selection.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years of experience

<b>Commercial Job Title:</b>	<b>Training Specialist, Senior</b>
<b>Minimum/General Experience:</b>	At least 4 years of experience in the field or in a related area participating in, and conducting training programs.
<b>Functional Responsibility:</b>	Determines training objectives. Writes training programs, including outlines, text, handouts, tests, and designs laboratory exercises. Administers written and practical exams and writes performance reports to evaluate trainees' performance. 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 complicated tasks. May lead and direct the work of others.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 8 years of experience.

<b>Commercial Job Title:</b>	<b>UNIX Systems Administrator</b>
<b>Minimum/General Experience:</b>	3 years of experience in the field or in a related area in the installation, configuration, and maintenance of UNIX operating systems.
<b>Functional Responsibility:</b>	Recognizes and troubleshoots problems with server hardware and applications software. Establishes and documents standards and procedures for management review. Requires extensive knowledge of computer operations and familiarity with shell and kernel programming. .
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 7 years of experience



<b>Commercial Job Title:</b>	<b>Voice Communications Technician</b>
<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area
<b>Functional Responsibility:</b>	Monitors and responds to complex technical control facility hardware and software problems. Interfaces with vendor support service groups to ensure proper escalation during outages or periods of degraded system performance. Maintains PBX/systems and associated hardware.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years of experience.

<b>Commercial Job Title:</b>	<b>Web Content Analyst</b>
<b>Minimum/General Experience:</b>	2 years of experience in the field or in a related area.
<b>Functional Responsibility:</b>	Provides for development and content that will motivate and entertain users so that they regularly access the website and utilize it as a major source for information and decision-making. Provides managing/performing website editorial activities including gathering and researching information that enhances the value of the site.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 6 years of experience

<b>Commercial Job Title:</b>	<b>Web Security Analyst</b>
<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area.
<b>Functional Responsibility:</b>	Performs all procedures necessary to ensure the safety of the organization's website and transactions across the Internet/intranet. Applies Internet firewall technologies to maintain security. Ensures that the user community understands and adheres to necessary procedures to maintain security. Updates and deletes users, monitors and performs follow-up on compliance violations, and develops security policies, practices, and guidelines.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years of experience

<b>Commercial Job Title:</b>	<b>Web Software Developer</b>
<b>Minimum/General Experience:</b>	6 years of experience in the field or in a related area in designing, developing, troubleshooting, debugging, and implementing software code(such as HTML, CGI, and JavaScript) for a component of the website.
<b>Functional Responsibility:</b>	Works with graphic designers and other members of a project team to develop the site concept, interface design, and architecture of the website. Responsible for interface implementation. Integrates web applications with backend databases. Deploys large web-based transaction systems using application servers. Researches, tests, builds, and coordinates the integration of new products per production and client requirements. Requires strong navigation and site-design instincts.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 10 years of experience.

<b>Commercial Job Title:</b>	<b>Cyber Program Manager</b>
<b>Minimum/General Experience:</b>	10 Years
<b>Functional Responsibility:</b>	The Cyber Program Manager manages, plans, and coordinates activities of cyber projects. This individual reviews project proposal or plan to determine schedule, funding limitations, procedures for accomplishing projects, staffing requirements and allotment of available resources to various phases of projects. The Cyber Program Manager establishes work plans and coordinates staffing for each phase of project and arranges for recruitment or assignment of project personnel. The Cyber Program Manager identifies functional and cross-functional requirements and resources required for each task.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 14 years of experience

<b>Commercial Job Title:</b>	<b>Cyber Security Specialist I</b>
<b>Minimum/General Experience:</b>	8 Years

<p><b>Functional Responsibility:</b></p>	<p>Individual contributor and recognized subject matter expert within technical domain area. Involves mastery of a specialized domain and thorough understanding of advanced technical principles, theories, and concepts obtained through advanced education. Resolves complex problems using significant application of technical knowledge, conceptualizing, reasoning and interpretation and achieve functional objectives. Requires expert knowledge of and ability to apply advanced technical principles, theories, and concepts.</p> <p>Principal Duties and Responsibilities</p> <ol style="list-style-type: none"> <li>1. Responsible for maintaining computer and information security incident, damage and threat assessment programs.</li> <li>2. Duties include investigating computer and information security incidents to determine extent of compromise to information and automated information systems,</li> <li>3. Provide computer forensic and intrusion support to high technology investigations in the form of computer evidence seizure, computer forensic analysis, data recovery, and network assessments, researching and maintaining proficiency in tools, techniques, countermeasures, and trends in computer network vulnerabilities, data hiding and network security and encryption.</li> <li>4. In addition, duties may include designing, developing or recommending integrated system solutions ensuring proprietary/confidential data and systems are protected.</li> <li>5. Participating with the client in the strategic design process to translate security and business requirements into technical designs, and configuring and validating secure systems.</li> <li>6. Testing security products/systems to detect computer and information security weakness.</li> </ol>
<p><b>Minimum Education:</b></p>	<p>Bachelors of Science Degree or its equivalent or 12 years of experience</p>

<p><b>Commercial Job Title:</b></p>	<p><b>Cyber Security Specialist II</b></p>
<p><b>Minimum/General Experience:</b></p>	<p>12 Years</p>
<p><b>Functional Responsibility:</b></p>	<p>Individual contributor and recognized subject matter expert within technical domain area. Involves mastery of a specialized domain and thorough understanding of advanced technical principles, theories, and concepts obtained through advanced education. Resolves highly complex problems using significant application of technical knowledge, conceptualizing, reasoning and interpretation. Develops solutions that are highly innovative, and achieved through research and integration of best practices. Has in-depth understanding of technical principles, theories, concepts and their application across range of programs.</p> <p>Principal Duties and Responsibilities</p> <ol style="list-style-type: none"> <li>1. Responsible for maintaining computer and information security incident, damage and threat assessment programs.</li> </ol>

	<p>2. Duties include investigating computer and information security incidents to determine extent of compromise to information and automated information systems.</p> <p>3. Providing computer forensic and intrusion support to high technology investigations in the form of computer evidence seizure, computer forensic analysis, data recovery, and network assessments, researching and maintaining proficiency in tools, techniques, countermeasures, and trends in computer network vulnerabilities, data hiding and network security and encryption.</p> <p>4. Responsible for maintaining computer and information security incident, damage and threat assessment programs.</p> <p>5. Duties include investigating computer and information security incidents to determine extent of compromise to information and automated information systems.</p>
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 16 years of experience

<b>Commercial Job Title:</b>	<b>Cyber Security Specialist III</b>
<b>Minimum/General Experience:</b>	15 Years
<b>Functional Responsibility:</b>	<p>Individual contributor and widely recognized thought leader in technical domain area; contributes to the body of knowledge within technical domain. Develops cutting-edge solutions that display ingenuity, and are achieved through collaboration and dialogue with other experts in the field. Mentors and coaches junior technical staff. Resolves undefined, highly complex and multi-dimensional problems that require significant technical depth, conceptualization and interpretation. Develops cutting-edge solutions that display ingenuity, and are achieved through collaboration and dialogue with other experts in the field. Requires highest knowledge and mastery of highly advanced technologies, scientific principles, theories and concepts. Viewed as the leading expert and/or resource within the field by peers within and outside the organization.</p> <p>Principal Duties and Responsibilities</p> <ol style="list-style-type: none"> <li>1. Responsible for maintaining computer and information security incident, damage and threat assessment programs.</li> <li>2. Duties include investigating computer and information security incidents to determine extent of compromise to information and automated information systems.</li> <li>3. Providing computer forensic and intrusion support to high technology investigations in the form of computer evidence seizure, computer forensic analysis, data recovery, and network assessments, researching and maintaining proficiency in tools, techniques, countermeasures, and trends in computer network vulnerabilities, data hiding and network security and encryption.</li> <li>4. In addition, duties may include designing, developing or recommending integrated system solutions ensuring proprietary/confidential data and systems are protected,</li> <li>5. Participating with the client in the strategic design process to translate security and business requirements into technical designs, and configuring and validating secure systems,</li> </ol>

	6. Testing security products/systems to detect computer and information security weakness.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 19 years of experience

<b>Commercial Job Title:</b>	<b>Information Security Manager I</b>
<b>Minimum/General Experience:</b>	4 Years
<b>Functional Responsibility:</b>	<p>Responsible for planning and overseeing diverse activities within a functional area. Leads a team which consists of experienced professionals. Involved in budget management and policy recommendations. Influences others regarding policies, practices and procedures. Accountable for planning execution of short-term goals.</p> <p>Principal Duties and Responsibilities</p> <ol style="list-style-type: none"> <li>1. Responsible for protecting information and information systems from unauthorized access, use, disclosure, disruption, modification, perusal inspection, recording and destruction.</li> <li>2. Duties may include managing and enforcing of security strategies and policies within established guidelines.</li> <li>3. Areas of responsibilities include, but are not limited to, IT Security Strategy, Cyber Security, and Compliance and Risk Management which includes IT Security and Compliance Teams.</li> </ol>
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 8 years of experience

<b>Commercial Job Title:</b>	<b>Information Security Manager II</b>
<b>Minimum/General Experience:</b>	8 Years
<b>Functional Responsibility:</b>	<p>Responsible for planning and overseeing diverse activities within a functional area. Leads a team which consists of experienced professionals. Involved in budget management and policy recommendations. Influences others regarding policies, practices and procedures. Accountable for planning execution of short-term goals.</p> <p>Principal Duties and Responsibilities</p> <ol style="list-style-type: none"> <li>1. Responsible for protecting information and information systems from unauthorized access, use, disclosure, disruption, modification, perusal inspection, recording and destruction.</li> <li>2. Duties may include managing and enforcing of security strategies and policies within established guidelines.</li> <li>3. Areas of responsibilities include, but are not limited to, IT Security Strategy, Cyber Security, and Compliance and Risk Management which includes IT Security and Compliance Teams.</li> </ol>

<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 12 years of experience
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<b>Commercial Job Title:</b>	<b>Information Security Manager III</b>
<b>Minimum/General Experience:</b>	12 Years
<b>Functional Responsibility:</b>	<p>Responsible for planning and overseeing diverse activities within a functional area. Leads a team which consists of experienced professionals. Involved in budget management and policy recommendations. Influences others regarding policies, practices and procedures. Accountable for planning execution of short-term goals.</p> <p>Principal Duties and Responsibilities</p> <ol style="list-style-type: none"> <li>1. Responsible for protecting information and information systems from unauthorized access, use, disclosure, disruption, modification, perusal inspection, recording and destruction.</li> <li>2. Duties may include managing and enforcing of security strategies and policies within established guidelines.</li> <li>3. Areas of responsibilities include, but are not limited to, IT Security Strategy, Cyber Security, and Compliance and Risk Management which includes IT Security and Compliance Teams.</li> </ol>
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 16 years of experience

<b>Commercial Job Title:</b>	<b>Information Security Specialist I</b>
<b>Minimum/General Experience:</b>	4 Years
<b>Functional Responsibility:</b>	<p>Seasoned technical individual contributor possessing extensive expertise in technical domain area. Responsible for developing solutions to technical issues and problems that are undefined and complex. Responsible for entire projects or processes spanning multiple technical areas. Develops solutions to complex technical issues and problems that impact multiple area or disciplines. Regularly employs ingenuity and creativity to develop new technical solutions and systems in order to achieve functional objectives. Requires expert knowledge of and ability to apply advanced technical principles, theories, and concepts.</p> <p>Principal Duties and Responsibilities</p> <ol style="list-style-type: none"> <li>1. Responsible for protecting the organization's information and information systems from unauthorized access, use, disclosure, disruption, modification, perusal, inspection, recording and destruction.</li> <li>2. Duties may include managing and enforcing of security strategies and policies within established guidelines.</li> <li>3. Areas of responsibilities include, but are not limited to, IT Security Strategy, Cyber Security, and Compliance and Risk Management which includes IT Security and Compliance Teams.</li> </ol>

<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 8 years of experience
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<b>Commercial Job Title:</b>	<b>Information Security Specialist II</b>
<b>Minimum/General Experience:</b>	8 Years
<b>Functional Responsibility:</b>	<p>Seasoned technical individual contributor possessing extensive expertise in technical domain area. Responsible for developing solutions to technical issues and problems that are undefined and complex. Responsible for entire projects or processes spanning multiple technical areas. Develops solutions to complex technical issues and problems that impact multiple area or disciplines. Regularly employs ingenuity and creativity to develop new technical solutions and systems in order to achieve functional objectives. Requires expert knowledge of and ability to apply advanced technical principles, theories, and concepts.</p> <p>Principal Duties and Responsibilities</p> <ol style="list-style-type: none"> <li>1. Responsible for protecting the organization's information and information systems from unauthorized access, use, disclosure, disruption, modification, perusal, inspection, recording and destruction.</li> <li>2. Duties may include managing and enforcing of security strategies and policies within established guidelines.</li> <li>3. Areas of responsibilities include, but are not limited to, IT Security Strategy, Cyber Security, and Compliance and Risk Management which includes IT Security and Compliance Teams.</li> </ol>
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 12 years of experience

<b>Commercial Job Title:</b>	<b>Information Security Specialist III</b>
<b>Minimum/General Experience:</b>	12 Years
<b>Functional Responsibility:</b>	<p>Seasoned technical individual contributor possessing extensive expertise in technical domain area. Responsible for developing solutions to technical issues and problems that are undefined and complex. Responsible for entire projects or processes spanning multiple technical areas. Develops solutions to complex technical issues and problems that impact multiple area or disciplines. Regularly employs ingenuity and creativity to develop new technical solutions and systems in order to achieve functional objectives. Requires expert knowledge of and ability to apply advanced technical principles, theories, and concepts.</p> <p>Principal Duties and Responsibilities</p> <ol style="list-style-type: none"> <li>1. Responsible for protecting the organization's information and information systems from unauthorized access, use, disclosure, disruption, modification, perusal, inspection, recording and destruction.</li> </ol>

	<p>2. Duties may include managing and enforcing of security strategies and policies within established guidelines.</p> <p>3. Areas of responsibilities include, but are not limited to, IT Security Strategy, Cyber Security, and Compliance and Risk Management which includes IT Security and Compliance Teams.</p>
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 16 years of experience

<b>Commercial Job Title:</b>	<b>Security Operations Center (SOC) Analyst I</b>
<b>Minimum/General Experience:</b>	0 Years
<b>Functional Responsibility:</b>	<p>Provide cyber threat analysis and reporting to support SOC and Program’s situational awareness. Actively monitor security threats and risks, Track investigation results and report on findings. Duties may include:</p> <ul style="list-style-type: none"> <li>• Support Security Operations Center and monitors security tools to review and analyze pre-defined events indicative of incidents and provide first tier response to security incidents.</li> <li>• Follow standard operating procedures for detecting, classifying, and reporting incidents under the supervision of Tier 2 and Tier 3 staff.</li> <li>• Managing cases within incident management systems.</li> </ul>
<b>Minimum Education:</b>	An Associate’s degree or its equivalent or 2 years’ experience.

<b>Commercial Job Title:</b>	<b>Security Operations Center (SOC) Analyst II</b>
<b>Minimum/General Experience:</b>	2 Years
<b>Functional Responsibility:</b>	<p>Provide cyber threat analysis and reporting to support SOC and Program’s situational awareness. Actively monitor security threats and Risks Track investigation results and report on findings. Duties may include:</p> <ul style="list-style-type: none"> <li>• Support Security Operations Center and monitors security tools to review and analyze pre-defined events indicative of incidents and provides first tier response to security incidents</li> <li>• Monitor network traffic for security events and perform triage analysis to identify security incidents</li> <li>• Respond to computer security incidents by collecting, analyzing, preserving digital evidence and ensure that incidents are recorded and tracked in accordance with SOC requirements</li> <li>• Work closely with the other teams to assess risk and provide recommendations for improving our security posture</li> <li>• Recommend content to detect security events</li> <li>• Managing cases within incident management systems</li> <li>• Perform network Forensics and deep packet analysis</li> <li>• Identify countermeasures to detect and prevent security incidents</li> </ul>



<b>Minimum Education:</b>	An Associate's degree or its equivalent or 4 years' experience.
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<b>Commercial Job Title:</b>	<b>Security Operations Center (SOC) Analyst III</b>
<b>Minimum/General Experience:</b>	5 Years
<b>Functional Responsibility:</b>	<p>Provide cyber threat analysis and reporting to support SOC and Program's situational awareness.</p> <p>Actively monitor security threats and risks. Track investigation results and report on findings. Duties may include:</p> <ul style="list-style-type: none"> <li>• Support a Security Operations Center and monitors security tools to review and analyze pre-defined events indicative of incidents and provide first tier response to security incidents</li> <li>• Lead shifts and functional IR teams, provides oversight and be responsible for event investigation and tracking activities</li> <li>• Support Tier 2 operations by monitoring alerts during critical and high volume events</li> <li>• Conduct more in-depth analyses of security incidents to identify incidents of compromise</li> <li>• Perform intrusion scope and root cause analyses and assist with intrusion remediation, strategy development, and implementation. Recommend effective process changes to enhance defense and response procedures</li> <li>• Use SOC monitoring devices to review and analyze pre-defined events indicative of incidents, create and recommend content to detect security events</li> <li>• Conduct malware analysis in out-of-band environment (static and dynamic), including complex malware</li> <li>• Vet IOCs and intelligence vetting and disposition, assess feed viability</li> <li>• Perform network Forensics and deep packet analysis</li> <li>• Identify countermeasures to detect and prevent security incidents Experience Min Education</li> <li>• Support knowledge management and developing procedures and policies for initial stand up of a security operations center (SOC)</li> </ul>
<b>Minimum Education:</b>	An Associate's degree or its equivalent or 7 years' experience.

<b>Commercial Job Title:</b>	<b>Security Operations Center (SOC) Analyst IV</b>
<b>Minimum/General Experience:</b>	8 Years

<p><b>Functional Responsibility:</b></p>	<p>Principal Duties and Responsibilities</p> <ol style="list-style-type: none"> <li>1. Provide cyber threat analysis and reporting to support SOC and Program’s situational awareness. Actively monitor security threats and risks. Track investigation results and report on findings.</li> <li>2. Support a Security Operations Center and monitors security tools to review and analyze pre-defined events indicative of incidents and provide first tier response to security incidents; lead shifts and functional IR teams, provides oversight and be responsible for event investigation and tracking activities;</li> <li>3. Support Tier 2 operations by monitoring alerts during critical and high volume events; conduct more in-depth analyses of security incidents to identify incidents of compromise; perform intrusion scope and root cause analyses and assist with intrusion remediation, strategy development, and implementation; recommend effective process changes to enhance defense and response procedures;</li> <li>4. Use SOC monitoring devices to review and analyze pre-defined events indicative of incidents, create and recommend content to detect security events; conduct malware analysis in out-of-band environment (static and dynamic), including complex malware; vet IOCs and intelligence vetting and disposition, assess feed viability;</li> <li>5. Perform network Forensics and deep packet analysis; identify countermeasures to detect and prevent security incidents.; and, support knowledge management and developing procedures and policies for initial stand up of a security operations center (SOC).</li> </ol>
<p><b>Minimum Education:</b></p>	<p>Bachelors of Science Degree or its equivalent or 12 years of experience</p>

<p><b>Commercial Job Title:</b></p>	<p><b>Security Operations Manager</b></p>
<p><b>Minimum/General Experience:</b></p>	<p>8 Years</p>
<p><b>Functional Responsibility:</b></p>	<ol style="list-style-type: none"> <li>1. Recruit, orient, and train security personnel on appropriate security rules and procedures</li> <li>2. Develop and enforce security protocols, policies, and procedures necessary for safeguarding lives and property</li> <li>3. Prepare and control the budget for security operations to ensure delivery of high quality security services</li> <li>4. Oversee the coordination of staff during an emergency situation</li> <li>5. Assign guard duties to security personnel to ensure effective distribution of workload</li> <li>6. Keep track of incidents in order to evaluate them and recommend a course of action</li> <li>7. Oversee the installation of safety alarms within and around building premises</li> <li>8. Schedule shift patrol to ensure a building/property is guarded at all times</li> <li>9. Implement safety and health policies and procedures to protect employees against workplace hazard</li> <li>10. Develop and manage the processes for securing classified and sensitive information</li> <li>11. Set up key controls on company equipment and facility to limit access to restricted property</li> </ol>

	<p>12. Order the supply of security tools and equipment required in carrying out security operations</p> <p>13. Prepare and present reports of incidents and ways to limit recurrence</p> <p>14. Liaise with public law enforcement agencies and fire department</p> <p>15. Oversee the planning and coordination of security operations during high-risk events.</p>
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 12 years of experience

<b>Commercial Job Title:</b>	<b>Sr. Cyber Program Manager</b>
<b>Minimum/General Experience:</b>	15 Years
<b>Functional Responsibility:</b>	The Senior Cyber Program Manager has overall accountability for Cyber programs. Senior Program Managers may be responsible for product delivery and financial management of client engagements. A Senior Cyber Program Manager performs independent quality assurance reviews of program performance and deliverables to ensure that contractual obligations are being met. Senior Cyber Program Managers are also recognized experts in the areas of cyber process and the protection of technical architecture. They lend thought leadership to engagement teams in developing creative solutions to client problems.
<b>Minimum Education:</b>	Bachelors of Science Degree or its equivalent or 19 years of experience

<b>EDUCATION SUBSTITUTION MATRIX</b>	
<b>Years of Experience</b>	<b>Relevant Education Substitution</b>
Two (2) years	AA/AS or Two (2) years study beyond HS
Four (4) years	BA/BS
Six (6) years	MA/MS
Ten (10) + (or greater) years	PhD

### **Service Contract Labor Standards/Service Contract Act (SCLS/SCA)**

No SCLS labor categories or services are awarded. However, the SCLS is applicable to this contract as it applies to the entire 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 CFR 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 an SCLS matrix identifying the GSA labor category titles, the occupational code, SCLS labor category titles and the applicable WD number.