

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

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

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



Contract Number: 47QRAA18D00F8
Contract Period: September 7, 2018, through September 6, 2028

Contractor: Rios Partners, LLC
3100 Clarendon Blvd., Suite 200
Arlington, VA 22201-5302

Schedule Title: Multiple Award Schedule
Federal Supply Group: Information Technology, Human Capital, Professional Services

Business Size: Service-Disabled Veteran Owned Small Business, SBA Certified Small Disadvantaged Business

Telephone: 703-951-3132
FAX Number: 703-682-6804
Web Site: www.riospartners.com
E-mail: zachary.osborne@riospartners.com
Contract Administrator: Zachary Osborne

Pricelist current as of Modification #PS-0020, effective 12/05/2024.

CUSTOMER INFORMATION:

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

SIN	Recovery SIN	SIN Description
54151S	54151SRC	Information Technology Professional Services
541611	541611RC	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
541612HC	541612HCRC	Agency Human Capital Strategy, Policy and Operations
541614SVC	541614SVCRC	Supply and Value Chain Management
541690	541690RC	Technical Consulting Services
541715	541715RC	Engineering Research and Development and Strategic Planning
541990	541990RC	All Other Professional, Scientific, and Technical Services (Non-IT)
611430	611430RC	Professional and Management Development Training
OLM	OLMRC	Order Level Materials

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. See Page 4.

1c. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item. See Labor Category Descriptions Page 9.

2. Maximum Order: SIN 54151S - \$500,000.00
SINs 541611, 541612HC, 541614SVC, 541690, 541715, 541990, and 611430 - \$1,000,000.00
SIN OLM - \$250,000.00

3. Minimum Order: \$100.00

4. Geographic Coverage (delivery Area): Worldwide

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

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

7. Quantity discounts: None.

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

9. Foreign items (list items by country of origin): None

10a. Time of Delivery (Contractor insert number of days): Specified on the Task Order

- 10b. Expedited Delivery:** Contact Contractor
- 10c. Overnight and 2-day delivery:** Contact Contractor
- 10d. Urgent Requirements:** Contact Contractor
- 11. F.O.B Points(s):** Destination
- 12a. Ordering Address (es):** Same as Contractor
- 12b. Ordering procedures:** See Federal Acquisition Regulation (FAR) 8.405-3.
- 13. Payment address (is):** Same as Company Address
- 14. Warranty provision:** Contractor's standard commercial warranty.
- 15. Export Packing Charges (if applicable):** N/A
- 16. Terms and conditions of rental, maintenance, and repair (if applicable):** N/A
- 17. Terms and conditions of installation (if applicable):** N/A
- 18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 18b. Terms and conditions for any other services (if applicable):** N/A
- 19. List of service and distribution points (if applicable):** N/A
- 20. List of participating dealers (if applicable):** N/A
- 21. Preventive maintenance (if applicable):** N/A
- 22a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A
- 22b. If applicable, indicate that Section 508 compliance information is available for the information and communications technology (ICT) products and services and show where full details can be found (e.g. contractor's website or other location.) ICT accessibility standards can be found at:**
www.Section508.gov/. N/A
- 23. Unique Entity Identifier (UEI) number:** EP5NXCQB6K6
- 24. Notification regarding registration in System for Award Management (SAM) database:**
Rios Partners, LLC is registered at SAM.gov



GSA Awarded Pricing for SIN 54151S

The rates are inclusive of the Industrial Funding Fee (IFF) of 0.75%.

Labor Category	Year 6	Year 7	Year 8	Year 9	Year 10
	09/07/2023 – 09/06/2024	09/07/2024 – 09/06/2025	09/07/2025 – 09/06/2026	09/07/2026 – 09/06/2027	09/07/2027 – 09/06/2028
Database Administrator (DBA) I	N/A	\$114.45	\$119.60	\$124.98	\$130.60
Database Administrator (DBA) II	N/A	\$130.40	\$136.26	\$142.40	\$148.81
Implementation Sr Advisor	N/A	\$314.42	\$328.56	\$343.35	\$358.79
IT Engineer	N/A	\$219.56	\$229.44	\$239.77	\$250.56
IT Project Manager I	N/A	\$193.40	\$202.11	\$211.20	\$220.71
IT Senior Manager	N/A	\$285.79	\$298.65	\$312.09	\$326.14
IT Support Specialist	N/A	\$65.17	\$68.10	\$71.16	\$74.37
Principal IT Consultant	N/A	\$353.43	\$369.34	\$385.96	\$403.34
Program Director	N/A	\$268.87	\$280.97	\$293.61	\$306.82
SME	N/A	\$372.39	\$389.15	\$406.66	\$424.96
Software Developer I	N/A	\$95.52	\$99.82	\$104.31	\$109.01
Software Developer II	N/A	\$145.16	\$151.69	\$158.51	\$165.64
Software Developer III	N/A	\$158.83	\$165.97	\$173.44	\$181.25
Software Developer IV	N/A	\$214.01	\$223.64	\$233.70	\$244.22
Solutions Architect I	N/A	\$162.48	\$169.79	\$177.43	\$185.41
Solutions Architect II (Sr)	N/A	\$186.97	\$195.39	\$204.18	\$213.37

Service Contract Labor Standards: The Service Contract Labor Standards (SCLS) are applicable to this contract as it applies to the entire Consolidated MAS Schedule and all services provided. While no specific labor categories have been identified as being subject to SCLS due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 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 a SCLS matrix identifying the GSA labor category titles, the occupational code, SCLS labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.



GSA Awarded Pricing for SIN 541612HC

The rates are inclusive of the Industrial Funding Fee (IFF) of 0.75%.

Labor Category	Year 6	Year 7	Year 8	Year 9	Year 10
	09/07/2023 – 09/06/2024	09/07/2024 – 09/06/2025	09/07/2025 – 09/06/2026	09/07/2026 – 09/06/2027	09/07/2027 – 09/06/2028
Human Capital Consultant II	\$142.57	\$148.99	\$155.69	\$162.69	\$170.02
Human Capital Junior Management Analyst	\$99.16	\$103.63	\$108.29	\$113.17	\$118.26
Human Capital Senior Consultant II	\$199.12	\$208.08	\$217.44	\$227.22	\$237.45
Human Capital Senior Manager	\$212.31	\$221.86	\$231.85	\$242.28	\$253.18
Human Capital Senior Principal	\$322.25	\$336.75	\$351.90	\$367.74	\$384.28
Human Capital SME Management Analyst	\$274.26	\$286.60	\$299.50	\$312.98	\$327.06
Human Capital Subject Matter Expert III	\$445.99	\$466.07	\$487.04	\$508.96	\$531.86

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



GSA Awarded Pricing for SINs 541611, 541614SVC, 541690, 541715, & 541990

The rates are inclusive of the Industrial Funding Fee (IFF) of 0.75%.

Labor Category	Year 6	Year 7	Year 8	Year 9	Year 10
	09/07/2023	09/07/2024	09/07/2025	09/07/2026	09/07/2027
	– 09/06/2024	– 09/06/2025	– 09/06/2026	– 09/06/2027	– 09/06/2028
Business Consultant II	\$142.93	\$149.36	\$156.08	\$163.10	\$170.44
Business Consultant III	\$171.54	\$179.25	\$187.32	\$195.76	\$204.56
C-level Consultant / Coach	\$554.55	\$579.51	\$605.58	\$632.84	\$661.31
Consultant I	\$134.21	\$140.24	\$146.55	\$153.15	\$160.04
Consultant II	\$155.99	\$163.01	\$170.35	\$178.02	\$186.03
Data Analyst Jr.	\$135.28	\$141.37	\$147.73	\$154.38	\$161.32
Data Analyst Sr.	\$164.22	\$171.61	\$179.32	\$187.40	\$195.83
Data Processor	\$54.47	\$56.92	\$59.48	\$62.16	\$64.96
Engagement Manager - Executive Strategy	\$662.76	\$692.58	\$723.75	\$756.31	\$790.35
Expert	\$490.18	\$512.23	\$535.28	\$559.38	\$584.54
Functional Expert and Researcher	\$125.12	\$130.75	\$136.63	\$142.78	\$149.21
Junior Associate / Technician I	\$107.18	\$112.01	\$117.05	\$122.32	\$127.82
Lead Program Analyst	\$299.62	\$313.10	\$327.18	\$341.90	\$357.29
Management Analyst I	\$79.80	\$83.39	\$87.13	\$91.05	\$95.15
Management Analyst II	\$89.76	\$93.80	\$98.03	\$102.44	\$107.05
Management Analyst III	\$100.77	\$105.30	\$110.04	\$114.98	\$120.16
Management Analyst IV	\$117.73	\$123.03	\$128.56	\$134.35	\$140.39
Management Analyst V	\$121.83	\$127.31	\$133.05	\$139.03	\$145.29
Principal	\$273.52	\$285.83	\$298.70	\$312.14	\$326.19
Program Analyst - Jr	\$106.26	\$111.04	\$116.04	\$121.26	\$126.72
Program Analyst - Sr	\$182.03	\$190.22	\$198.78	\$207.73	\$217.08
Program Manager I	\$278.72	\$291.26	\$304.37	\$318.07	\$332.38
Program Manager II	\$281.01	\$293.65	\$306.87	\$320.69	\$335.11
Project Manager I	\$172.11	\$179.86	\$187.95	\$196.40	\$205.24
Project Manager II	\$190.03	\$198.58	\$207.52	\$216.86	\$226.62
Project Manager III	\$243.54	\$254.50	\$265.95	\$277.92	\$290.43
Research Analyst I	\$112.40	\$117.46	\$122.75	\$128.27	\$134.05
Research Analyst II	\$117.43	\$122.71	\$128.23	\$134.01	\$140.04
Research Analyst III	\$135.28	\$141.37	\$147.73	\$154.38	\$161.32
Research Analyst IV	\$149.87	\$156.61	\$163.66	\$171.02	\$178.72
Research Consultant I	\$112.40	\$117.46	\$122.75	\$128.27	\$134.05

Labor Category	Year 6	Year 7	Year 8	Year 9	Year 10
	09/07/2023	09/07/2024	09/07/2025	09/07/2026	09/07/2027
	– 09/06/2024	– 09/06/2025	– 09/06/2026	– 09/06/2027	– 09/06/2028
Research Consultant II	\$142.93	\$149.36	\$156.08	\$163.10	\$170.44
Research Consultant III	\$178.66	\$186.70	\$195.10	\$203.88	\$213.06
Senior Associate / Technician II	\$116.74	\$121.98	\$127.48	\$133.21	\$139.20
Senior Consultant - Executive Strategy	\$586.36	\$612.75	\$640.32	\$669.14	\$699.25
Senior Consultant I	\$178.66	\$186.70	\$195.10	\$203.88	\$213.06
Senior Consultant II	\$199.63	\$208.61	\$218.01	\$227.82	\$238.07
Senior Consultant III	\$206.08	\$215.35	\$225.04	\$235.16	\$245.74
Senior Manager I	\$200.12	\$209.13	\$218.54	\$228.37	\$238.65
Senior Manager II	\$273.35	\$285.65	\$298.51	\$311.94	\$325.97
Senior Principal	\$323.06	\$337.60	\$352.80	\$368.68	\$385.27
Subject Matter Expert I	\$272.32	\$284.57	\$297.38	\$310.76	\$324.75
Subject Matter Expert II	\$337.89	\$353.10	\$368.99	\$385.59	\$402.94
Subject Matter Expert III	\$447.12	\$467.24	\$488.27	\$510.25	\$533.21
Technical Expert	\$730.26	\$763.12	\$797.46	\$833.35	\$870.85
Technical Management Analyst III	\$102.52	\$107.13	\$111.95	\$116.99	\$122.25
Technical Program Manager I	\$283.84	\$296.61	\$309.96	\$323.91	\$338.49
Technical Research Analyst I	\$102.52	\$107.13	\$111.95	\$116.99	\$122.25
Technical Subject Matter Expert I	\$277.07	\$289.53	\$302.56	\$316.17	\$330.40
Technical Subject Matter Expert II	\$343.78	\$359.24	\$375.41	\$392.30	\$409.95
Test Engineer	\$95.40	\$99.69	\$104.17	\$108.86	\$113.75

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GSA Awarded Pricing for SIN 611430

The rates are inclusive of the Industrial Funding Fee (IFF) of 0.75%.

Awarded Course Title	Domestic or Worldwide	GSA Price (including IFF)
Rios Partners Leadership Lab (full day)	Worldwide	\$9,957.40
Rios Partners Leadership Lab (half day)	Worldwide	\$4,987.41

Labor Category Descriptions
SIN 54151S

Database Administrator (DBA) I

Functional Responsibilities: Manages database systems, ensuring data integrity, security, and performance.

Minimum Education: Bachelors

Minimum Experience: 2 years

Database Administrator (DBA) II

Functional Responsibilities: Manages database systems, ensuring data documentation and migration. Produces associated artifacts such as data dictionaries and mapping documents.

Minimum Education: Bachelors

Minimum Experience: 5 years

Implementation Sr Advisor

Functional Responsibilities: Applies their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions. Provides subject matter expertise in industry, process or technology areas.

Minimum Education: Bachelors

Minimum Experience: 10 years

IT Engineer

Functional Responsibilities: Develops, designs, and tests code to ensure stability and functions as expected. Creates and implements process improvements.

Minimum Education: Bachelors

Minimum Experience: 6 years

IT Project Manager I

Functional Responsibilities: Manages a technology project, overseeing technology development. Serves as single point of contact for all stakeholders.

Minimum Education: Bachelors

Minimum Experience: 4 years

IT Senior Manager

Functional Responsibilities: Manages IT program activities and is a key point of contact with client executives. Is responsible for managing technical solutions, delegating appropriate resources, and helping to ensure quality.

Minimum Education: Bachelors

Minimum Experience: 7 years

IT Support Specialist

Functional Responsibilities: Provides technical support for end-users, resolving hardware and software issues.

Minimum Education: High School

Minimum Experience: 2 years

Principal IT Consultant

Functional Responsibilities: Plans and designs IT projects. Develops or directs the development of findings, draws conclusions, and develops recommendations.

Minimum Education: Bachelors

Minimum Experience: 10 years

Program Director

Functional Responsibilities: Well versed in full systems development lifecycle. Responsible for all technical and contractual obligations.

Minimum Education: Bachelors

Minimum Experience: 9 years

SME

Functional Responsibilities: Analyzes client requirements and recommends development or acquisition strategies. Advises on business process reorganization related to IT projects and development.

Minimum Education: Bachelors

Minimum Experience: 12 years

Software Developer I

Functional Responsibilities: Works on software projects under supervision, writing and testing code.

Minimum Education: Associates

Minimum Experience: 2 years

Software Developer II

Functional Responsibilities: Designs, develops, and tests software applications and systems.

Minimum Education: Bachelors

Minimum Experience: 3 years

Software Developer III

Functional Responsibilities: Leads development efforts on complex software projects with significant autonomy.

Minimum Education: Bachelors

Minimum Experience: 6 years

Software Developer IV

Functional Responsibilities: Leads a team of developers, overseeing projects and ensuring quality deliverables.

Minimum Education: Bachelors

Minimum Experience: 8 years

Solutions Architect I

Functional Responsibilities: Designs technical solutions to business problems, focusing on system integration and efficiency.

Minimum Education: Bachelors

Minimum Experience: 7 years

Solutions Architect II (Sr)

Functional Responsibilities: Oversees a team of solutions architects, leading technical solution design across projects.

Minimum Education: Bachelors

Minimum Experience: 9 years

Experience & Degree Substitution Equivalencies

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

Labor Category	Standard Qualifications		Substitution				
	Min Edu	Min Exp	PhD	Masters	Bachelors	Associates	High School
Database Administrator (DBA) I	Bachelors	2	0	0	N/A	4	6
Database Administrator (DBA) II	Bachelors	5	0	3	N/A	7	9
Implementation Sr Advisor	Bachelors	10	5	8	N/A	12	14
IT Engineer	Bachelors	6	1	4	N/A	8	10
IT Project Manager I	Bachelors	4	0	2	N/A	6	8
IT Senior Manager	Bachelors	7	2	5	N/A	9	11
IT Support Specialist	High School	2	0	0	0	0	N/A
Principal IT Consultant	Bachelors	10	5	8	N/A	12	14
Program Director	Bachelors	9	4	7	N/A	11	13
SME	Bachelors	12	7	10	N/A	14	16
Software Developer I	Associates	2	0	0	0	N/A	4
Software Developer II	Bachelors	3	0	1	N/A	5	7
Software Developer III	Bachelors	6	1	4	N/A	8	10
Software Developer IV	Bachelors	8	3	6	N/A	10	12

Labor Category	Standard Qualifications		Substitution				
	Min Edu	Min Exp	PhD	Masters	Bachelors	Associates	High School
Solutions Architect I	Bachelors	7	2	5	N/A	9	11
Solutions Architect II (Sr)	Bachelors	9	4	7	N/A	11	13

Labor Category Descriptions SIN 541612HC

Human Capital Consultant II

Functional Responsibilities: A Human Capital Consultant II is defined as an individual with a Bachelor's degree and 2 years' relevant experience with knowledge and skills in a multidisciplinary approach to managing change and transition within organizations, programs, and projects. A Human Capital Consultant II owns a specific project workstream and can assist a Project Manager in management of the project (depending on size).

Minimum Education: Bachelors

Minimum Experience: 2 years

Human Capital Junior Management Analyst

Functional Responsibilities: : A Human Capital Junior Management Analyst is defined as an individual with a minimum of a Bachelors degree and 4 years' work experience. This individual performs tasks requiring delivery of analysis and advice for management regarding the evaluation of the effectiveness and efficiency of large scale programs and operations. A Human Capital Junior Management Analyst can oversee small tasks and assist the Project Managers with overall project management.

Minimum Education: Bachelors

Minimum Experience: 4 years

Human Capital Senior Consultant II

Functional Responsibilities: A Human Capital Senior Consultant II is defined as an individual with a minimum of a Masters degree and 6 years' work experience. This individual works on projects that cover one (or more) functional area(s) or has complex project challenges that require multiple technical and consultative skills. A Human Capital Senior Consultant II is responsible for one or more project workstream(s), support overall project management.

Minimum Education: Masters

Minimum Experience: 6 years

Human Capital Senior Manager

Functional Responsibilities: : A Human Capital Senior Manager is defined as a person with a Masters degree and 10 years' work experience. This individual possesses experience relevant to the requirement of successfully managing a large-scale program, encompassing multiple projects, with a total lifecycle budget and complexity comparable to the task at hand.

Minimum Education: Masters

Minimum Experience: 10 years

Human Capital Senior Principal

Functional Responsibilities: A Human Capital Senior Principal is defined as an individual with a minimum of a Master's degree and 12 years' work experience. This individual possesses experience relevant to the requirement of successfully leading client engagement, managing teams, providing strategy, vision,

leadership, and program management to the team. A Human Capital Senior Principal influences organizational direction by collaborating with senior-level client leaders and teams.

Minimum Education: Masters
Minimum Experience: 12 years

Human Capital SME Management Analyst

Functional Responsibilities: A Human Capital Subject Matter Expert (SME) Management Analyst is defined as a person with a Masters degree and 10 years' work experience specialized in the task order requirement. This individual possesses relevant experience and in-depth knowledge relating to the task at a level consistent with a focused program at the national level for a large-scale integrated systems.

Minimum Education: Masters
Minimum Experience: 10 years

Human Capital Subject Matter Expert (SME) III

Functional Responsibilities: A Human Capital Senior Subject Matter Expert III is defined as an individual with a minimum of a Masters degree and 14 years' work experience. This individual possesses relevant experience, expert knowledge and guidance to assist team members dealing with diverse human capital issues and opportunities at a level consistent with a focused program at the national level for a large-scale integrated system.

Minimum Education: Masters
Minimum Experience: 14 years

Experience & Degree Substitution Equivalencies

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

Labor Category	Standard Qualifications		Substitution				
	Min Edu	Min Exp	PhD	Masters	Bachelors	Associates	High School
Human Capital Consultant II	Bachelors	2	0	0	N/A	4	6
Human Capital Junior Management Analyst	Bachelors	4	0	2	N/A	6	8
Human Capital Senior Consultant II	Masters	6	3	N/A	8	N/A	N/A
Human Capital Senior Manager	Masters	10	7	N/A	12	N/A	N/A
Human Capital Senior Principal	Masters	12	9	N/A	14	N/A	N/A
Human Capital SME Management Analyst	Masters	10	7	N/A	12	N/A	N/A
Human Capital Subject Matter Expert (SME) III	Masters	14	11	N/A	16	N/A	N/A

Labor Category Descriptions
SINs 541611, 541614SVC, 541690, 541715, & 541990

Business Consultant II

Functional Responsibilities: A Business Consultant II is defined as an individual with a Bachelors degree and 2 years' work experience. This individual has intermediate technical skills structuring analysis in support of business decisions.

Minimum Education: Bachelors

Minimum Experience: 2 years

Business Consultant III

Functional Responsibilities: A Business Consultant III is defined as an individual with a Bachelors degree and 4 years' work experience. This individual has strong technical skills structuring analysis in support of business decisions.

Minimum Education: Bachelors

Minimum Experience: 4 years

C-level Consultant / Coach

Functional Responsibilities: A C-level Consultant / Coach is defined as an individual with a minimum of a Masters degree and 25 years' experience specialized in the task order requirement. This individual contributes deep subject matter expertise to addressing complex, C-level human capital needs and challenges. Provides advisory, coaching, facilitation, and design services. Creates, delivers, and manages talent life cycle strategies and solutions that build C-level capability. This individual routinely advises C-level staff of large organizations (\$50M+) on their strategic challenges.

Minimum Education: Masters

Minimum Experience: 25 years

Consultant I

Functional Responsibilities: A Consultant I is defined as an individual with a Masters degree and no experience relevant to the task order requirement. A Consultant I owns a specific project workstream.

Minimum Education: Masters

Minimum Experience: 0 years

Consultant II

Functional Responsibilities: A Consultant II is defined as an individual with a Masters degree and 2 years' relevant experience with knowledge and skills in a multidisciplinary approach to managing change and transition within organizations, programs, and projects. A Consultant II owns a specific project workstream and can assist a Project Manager in management of the project (depending on size).

Minimum Education: Masters

Minimum Experience: 2 years

Data Analyst Jr.

Functional Responsibilities: A Data Analyst Jr. is an individual with an Associates degree and 2 years' experience who possesses knowledge of applying analytic methodologies and principles to address project needs. Serves as a member of the project team performing analytical tasks and technical team assignments.

Minimum Education: Associates

Minimum Experience: 2 years

Data Analyst Sr.

Functional Responsibilities: A Data Analyst Sr. is defined as an individual with a Bachelors degree and 2 years' of experience who extracts, compiles, and analyzes information from information systems and provides findings in a variety of formats.

Minimum Education: Bachelors

Minimum Experience: 2 years

Data Processor

Functional Responsibilities: A Data Processor is defined as an individual with a minimum of a High School degree and 1 years' experience specialized in the task order requirement. This individual prepares, processes, and analyzes data for multiple research projects. Tabulates data; codes responses to open-ended questions; reviews all data tables for completeness and accuracy.

Minimum Education: High School

Minimum Experience: 1 year

Engagement Manager - Executive Strategy

Functional Responsibilities: An Engagement Manager - Executive Strategy is defined as an individual with a minimum of a Masters or other specialized advanced degree and 5 years specialized work experience. An Engagement Manager - Executive / Strategy brings deep subject matter expertise in one or more specific industries or practice areas (such as operations, strategy, risk management, supply chain management, etc.). This individual can lead teams of junior staff members in formulating and testing hypotheses and developing and delivering recommendations.

Minimum Education: Masters

Minimum Experience: 5 years

Expert

Functional Responsibilities: An Expert is defined as an individual with a minimum of a Masters degree and 15 years' experience specialized in the task order requirement. This individual provides enterprise-wide knowledge and experience in one or more functional and/or domain areas, provides insight and advice concerning strategic direction and applicability to up-to-date industry standard solutions, and facilitates client and group meetings/training sessions. This individual is primarily utilized on projects for specific expertise, not in a managerial capacity.

Minimum Education: Masters

Minimum Experience: 15 years

Functional Expert and Researcher

Functional Responsibilities: A Functional Expert and Researcher is defined as an individual with a Masters degree and 4 years' of work experience. They can provide functional expertise and in-depth knowledge necessary in specialized functional areas. They can provide guidance and direction to other professionals, act in a consulting and/or advisory capacity to provide strategic direction and industry expertise.

Minimum Education: Masters

Minimum Experience: 4 years

Junior Associate / Technician I

Functional Responsibilities: A Junior Associate / Technician I is defined as an individual with a Bachelors degree and a minimum of 2 years' experience relevant to the task order requirement. This individual provides support in areas that require technical knowledge, expertise, and research. This individual will support the collection, analysis, and synthesis of complex information.

Minimum Education: Bachelors

Minimum Experience: 2 years

Lead Program Analyst

Functional Responsibilities: A Lead Program Analyst is defined as an individual with a Masters degree and 8 years' work experience. A Lead Program Analyst provides analysis, assessment, and technical or business area expertise. This individual can lead teams and may supervise employees who develop business requirements; perform analysis; and evaluate and implement systems, programs, or processes.

Minimum Education: Masters

Minimum Experience: 8 years

Management Analyst I

Functional Responsibilities: A Management Analyst I is defined as an individual with an Associates degree and no experience relevant to the task order requirement. A Management Analyst I focuses on management principles, processes, and improving overall organizational effectiveness and efficiency.

Minimum Education: Associates

Minimum Experience: 0 years

Management Analyst II

Functional Responsibilities: A Management Analyst II is defined as an individual with an Associates degree and a minimum of 2 years' experience relevant to the task order requirement in analysis and advice to management regarding the evaluation of the effectiveness and efficiency of large scale programs and operations. This individual supports a project workstream with guidance from senior colleagues or contributes to task completion on large and complex research projects under the direction of the project manager.

Minimum Education: Associates

Minimum Experience: 2 years

Management Analyst III

Functional Responsibilities: A Management Analyst III is defined as an individual with a Bachelors degree and no experience relevant to the task order requirement. This individual has good technical skills and general experience as well as some area-specific expertise. A Management Analyst III can be responsible for workstream execution and deliverables (with signoff from more senior staff).

Minimum Education: Bachelors

Minimum Experience: 0 years

Management Analyst IV

Functional Responsibilities: A Management Analyst IV is defined as an individual with a Bachelors degree and a minimum of 2 years' experience relevant to the task order requirement. This individual has expertise and technical skills relevant to specific projects or jobs and executing tasks related to those jobs. A Management Analyst IV can oversee smaller jobs and assist Project Managers in management of projects.

Minimum Education: Bachelors

Minimum Experience: 2 years

Management Analyst V

Functional Responsibilities: A Management Analyst V is defined as an individual with a Bachelors degree and a minimum of 4 years' work experience. This individual has expertise and technical skills relevant to specific projects or jobs and executing tasks related to those jobs. A Management Analyst V can oversee small to medium jobs and assist Project Managers in management of projects.

Minimum Education: Bachelors

Minimum Experience: 4 years

Principal

Functional Responsibilities: A Principal is defined as an individual with a minimum of a Masters degree and 9 years' experience specialized in the task order requirement. This individual is responsible for overall accountability of multiple projects, including product delivery and financial management of client engagements.

Minimum Education: Masters

Minimum Experience: 9 years

Program Analyst – Jr

Functional Responsibilities: A Program Analyst - Jr is defined as an individual with an Associates degree and 2 years' experience who works in support of the general management and business operation of a particular program, department, or office. Supports managers on a variety of tasks and projects to meet deadlines.

Minimum Education: Associates

Minimum Experience: 2 years

Program Analyst – Sr

Functional Responsibilities: A Program Analyst - Sr is defined as an individual with a Bachelors degree and a minimum of 2 years' experience who works in support of the general management and business operation of a particular program, department, or office. Participates in teams with business requirement development and analysis, evaluation, and implementation of systems or processes.

Minimum Education: Bachelors

Minimum Experience: 2 years

Program Manager I

Functional Responsibilities: A Program Manager I is defined as an individual with a Masters Degree and 7 years' relevant experience with knowledge and skills in a multidisciplinary approach to managing change and transition within organizations, programs, and projects.

Minimum Education: Masters

Minimum Experience: 7 years

Program Manager II

Functional Responsibilities: A Program Manager II is defined as an individual with a Masters Degree and 9 years' relevant experience with knowledge and skills in a multidisciplinary approach. This role Can manage complex teams of up to 5-10 or more individuals with a broad range of technical expertise.

Minimum Education: Masters

Minimum Experience: 9 years

Project Manager I

Functional Responsibilities: A Project Manager I is defined as a person with a Bachelors degree who has a minimum of 4 years' experience of successfully developing and managing large-scale projects (including IT based projects) with a total cost greater than or equal to \$1M. Previous experience shall demonstrate an ability to lead and direct cross-functional teams to deliver projects (including IT based projects) within the constraints of schedule, budget and scope.

Minimum Education: Bachelors

Minimum Experience: 4 years

Project Manager II

Functional Responsibilities: A Project Manager II is defined as a person with a Bachelors degree who has a minimum of 6 years' experience of successfully developing and managing large-scale projects (including IT based projects) with a total cost greater than or equal to \$1M. Previous experience shall demonstrate an ability to lead and direct cross-functional teams to deliver projects (including IT based projects) within the constraints of schedule, budget and scope.

Minimum Education: Bachelors

Minimum Experience: 6 years

Project Manager III

Functional Responsibilities: A Project Manager III is defined as a person with a Bachelors degree who has a minimum of 8 years' experience of successfully developing and managing large-scale projects with

a total cost greater than or equal to \$5M. Previous experience shall demonstrate an ability to lead and direct cross-functional teams of 5 - 10 or more individuals to deliver projects within the constraints of schedule, budget and scope. Assists the Project Leadership as required in managing contract performance.

Minimum Education: Bachelors

Minimum Experience: 8 years

Research Analyst I

Functional Responsibilities: A Research Analyst I is defined as an individual with a Bachelors degree and 2 years' of work experience. They can perform research, collection, and collation of the results of studies collaboratively with other analysts as well as subject-matter experts in all phases of research.

Minimum Education: Associates

Minimum Experience: 2 years

Research Analyst II

Functional Responsibilities: A Research Analyst II is defined as an individual with a Bachelors degree and 2 years' of work experience. This individual can perform research, collection, and collation of the results of studies collaboratively with other analysts as well as subject-matter experts in all phases of research. This individual supports a project workstream with guidance from senior colleagues or contributes to task completion.

Minimum Education: Bachelors

Minimum Experience: 2 years

Research Analyst III

Functional Responsibilities: A Research Analyst III is defined as an individual with a Bachelors degree and 4 years' of work experience. They can perform research, collection, and collation of the results of studies collaboratively with other analysts as well as subject-matter experts in all phases of research. This individual can be responsible for workstream execution and deliverables with sign off from more senior staff.

Minimum Education: Bachelors

Minimum Experience: 4 years

Research Analyst IV

Functional Responsibilities: A Research Analyst IV is defined as an individual with a Bachelors degree and 6 years' of work experience. They can perform research, collection, and collation of the results of studies collaboratively with other analysts as well as subject-matter experts in all phases of research. This individual can oversee smaller jobs and assist more senior staff in overall project management.

Minimum Education: Bachelors

Minimum Experience: 6 years

Research Consultant I

Functional Responsibilities: A Research Consultant I is defined as an individual with an Associates degree and 2 years' of work experience. This individual has good qualitative and quantitative analysis skills.

Minimum Education: Associates

Minimum Experience: 2 years

Research Consultant II

Functional Responsibilities: A Research Consultant II is defined as an individual with a Bachelors degree and 2 years' work experience. This individual has intermediate qualitative and quantitative analysis skills.

Minimum Education: Bachelors

Minimum Experience: 2 years

Research Consultant III

Functional Responsibilities: A Research Consultant III is defined as an individual with a Bachelors degree and 4 years' work experience. This individual has strong qualitative and quantitative analysis skills.

Minimum Education: Bachelors

Minimum Experience: 4 years

Senior Associate / Technician II

Functional Responsibilities: A Senior Associate / Technician II is defined as an individual with a minimum of a Bachelors degree and 4 years' experience specialized in the task order requirement. This individual applies leading methodologies and techniques in highly technical, design, and/or engineering-based areas. A Senior Associate / Technician II supports performance of engineering, design, and technical projects and provides technical expertise in areas including but not limited to design, logistics, strategic planning, requirements definitions, and feasibility testing.

Minimum Education: Bachelors

Minimum Experience: 4 years

Senior Consultant - Executive Strategy

Functional Responsibilities: A Senior Consultant - Executive Strategy is defined as an individual with a minimum of a Masters or other specialized advanced degree and 5 years specialized work experience. This individual contributes deep subject matter expertise supporting C-suite, executive VP, and/or director-level leadership efforts to address C-level human capital needs and challenges that ultimately builds C-level capabilities at large organizations. This individual can lead individual or multiple workstreams and support the Engagement Manager / Director by advising junior staff and providing preliminary reviews of project outputs.

Minimum Education: Masters

Minimum Experience: 5 years

Senior Consultant I

Functional Responsibilities: A Senior Consultant I is defined as an individual with a Masters degree and 4 years' relevant experience with knowledge and skills in a multidisciplinary approach to managing change and transition within organizations, programs, and projects. A Senior Consultant I owns a specific project workstream, can assist a Project Manager in management of the project, and may regularly engage with clients.

Minimum Education: Masters

Minimum Experience: 4 years

Senior Consultant II

Functional Responsibilities: A Senior Consultant II is defined as an individual with a Masters degree and 6 years' relevant experience with knowledge and skills in a multidisciplinary approach to managing change and transition within organizations, programs, and projects. A Senior Consultant II owns a critical project workstream(s), can assist a Project Manager in management of the project, and regularly engages with clients in a leading role.

Minimum Education: Masters

Minimum Experience: 6 years

Senior Consultant III

Functional Responsibilities: A Senior Consultant III is defined as an individual with a Masters degree and 8 years' relevant experience with knowledge and skills in a multidisciplinary approach to managing change and transition within organizations, programs, and projects. A Senior Consultant III owns one or more OR multiple critical project workstream(s), can assist a Project Manager in management of the project, and regularly engages with clients in a leading role.

Minimum Education: Masters

Minimum Experience: 8 years

Senior Manager I

Functional Responsibilities: A Senior Manager I is defined as an individual with a minimum of a Masters degree and 10 years' experience managing complex projects. Additional education or highly specialized skills may substitute for years of experience. Requires competence in project management techniques, concepts and methods. Controls quality of project in all phases.

Minimum Education: Masters

Minimum Experience: 10 years

Senior Manager II

Functional Responsibilities: A Senior Manager II is defined as an individual with a minimum of a Masters degree and 12 years' experience specialized in the task order requirement. This individual provides oversight and management of one or more clients or contracts (size-dependent); business management experience and specialized leadership both inside and outside the organization. Very senior technical analysts with area specialization.

Minimum Education: Masters

Minimum Experience: 12 years

Senior Principal

Functional Responsibilities: A Senior Principal is defined as an individual with a minimum of a Masters degree and 10 years' experience specialized in the task order requirement. This individual is responsible for overall accountability of multiple projects, including product delivery and financial management of client engagements. This individual must possess strengths in each of the major areas of consulting: client relationship management, project management, staff recruiting and development, intellectual-capital development, business development, and practice area management.

Minimum Education: Masters

Minimum Experience: 10 years

Subject Matter Expert I

Functional Responsibilities: A Subject Matter Expert I is defined as an individual with a minimum of a Bachelors degree and 10 years' experience specialized in the task order requirement. This individual must be a Subject Matter Expert in a particular field or multiple fields and is considered an industry expert to provide insight, guidance and direction to complex organizations.

Minimum Education: Bachelors

Minimum Experience: 10 years

Subject Matter Expert II

Functional Responsibilities: A Subject Matter Expert II is defined as an individual with a minimum of a Bachelors degree and 15 years' experience specialized in the task order requirement. This individual must be a Subject Matter Expert in a particular field or multiple fields and is considered an industry expert to provide insight, guidance and direction to complex organizations.

Minimum Education: Bachelors

Minimum Experience: 15 years

Subject Matter Expert III

Functional Responsibilities: A Subject Matter Expert III is defined as an individual with a minimum of a Masters degree and 10 years' specialized work experience. This individual must be a Subject Matter Expert in a particular or multiple fields and is considered an industry expert to provide insight, guidance and direction to complex organizations.

Minimum Education: Masters

Minimum Experience: 10 years

Technical Expert

Functional Responsibilities: A Technical Expert is defined as a highly specialized individual with a minimum of a PhD degree and 25 years' experience in the task order requirement. This individual is able to provide independent services in technical modeling of management problems, expertise on an as-needed basis to all task assignments, and advice and assistance in best practice business practices backed up by professional or academic experience developing and implementing these concepts on a large-scale with relevant organizations. This individual is well recognized in industry and a former Flag rank retired military, SES, or Secretary-level political appointee or equivalent. Maintains extensive Government and / or industry network of contacts. This individual has held several executive-level positions and brings an unmatched experience and knowledge base.

Minimum Education: PhD

Minimum Experience: 25 years

Technical Management Analyst III

Functional Responsibilities: A Technical Management Analyst III is defined as an individual with a Bachelors degree and 1 year of work experience. This individual has good technical and research skills. A Management Analyst III can be responsible for workstream execution and deliverables (with signoff from more senior staff).

Minimum Education: Bachelors

Minimum Experience: 1 year

Technical Program Manager I

Functional Responsibilities: A Technical Program Manager I is defined as an individual with a Masters Degree and 7 years' relevant experience with knowledge and skills in a multidisciplinary approach to managing change within organizations, programs, and projects.

Minimum Education: Masters

Minimum Experience: 7 years

Technical Research Analyst I

Functional Responsibilities: A Technical Research Analyst I is defined as an individual with a minimum of a Bachelors degree and 1 year of work experience. This individual can conduct research tasks assigned by more senior members of the consulting staff and contribute to client reports as directed.

Minimum Education: Bachelors

Minimum Experience: 1 year

Technical Subject Matter Expert I

Functional Responsibilities: A Technical Subject Matter Expert I is defined as a role with a minimum of a Bachelors degree and 12 years' specialized work experience. Provides technical, managerial, and/or administrative direction for problem definition, analysis, requirements development, and implementation for research and related issues. Makes recommendations and advises on organization-wide system improvements, optimization, or maintenance efforts for research and related issues.

Minimum Education: Bachelors

Minimum Experience: 12 years

Technical Subject Matter Expert II

Functional Responsibilities: A Technical Subject Matter Expert II is defined as a role with a minimum of a Masters degree and 15 years' specialized work experience. The role provides expert technical and managerial guidance and direction for problem definition, analysis, requirements development, and implementation. Makes recommendations and advises on organization-wide system improvements, optimization, or maintenance efforts for research or related issues.

Minimum Education: Masters

Minimum Experience: 15 years

Test Engineer

Functional Responsibilities: A Test Engineer is defined as an individual with an Associates degree and 2 years' of work experience. This individual identifies functional problems and suggests solutions, can assist in the development of internal quality control standards, and can ensure that testing procedures are in compliance with industry specific standards.

Minimum Education: Associates

Minimum Experience: 2 years

Experience & Degree Substitution Equivalencies

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

Labor Category	Standard Qualifications		Substitution				
	Min Edu	Min Exp	PhD	Masters	Bachelors	Associates	High School
Business Consultant II	Bachelors	2	0	0	N/A	4	6
Business Consultant III	Bachelors	4	0	2	N/A	6	8
C-level Consultant / Coach	Masters	25	22	N/A	27	N/A	N/A
Consultant I	Masters	0	0	N/A	2	N/A	N/A
Consultant II	Masters	2	0	N/A	4	N/A	N/A
Data Analyst Jr.	Associates	2	0	0	0	N/A	4
Data Analyst Sr.	Bachelors	2	0	0	N/A	4	6
Data Processor	High School	1	0	0	0	0	N/A
Engagement Manager - Executive Strategy	Masters	5	2	N/A	7	N/A	N/A
Expert	Masters	15	12	N/A	17	N/A	N/A
Functional Expert and Researcher	Masters	4	1	N/A	6	N/A	N/A
Junior Associate / Technician I	Bachelors	2	0	0	N/A	4	6
Lead Program Analyst	Masters	8	5	N/A	10	N/A	N/A
Management Analyst I	Associates	0	0	0	0	N/A	2
Management Analyst II	Associates	2	0	0	0	N/A	4
Management Analyst III	Bachelors	0	0	0	N/A	2	4
Management Analyst IV	Bachelors	2	0	0	N/A	4	6
Management Analyst V	Bachelors	4	0	2	N/A	6	8

Labor Category	Standard Qualifications		Substitution				
	Min Edu	Min Exp	PhD	Masters	Bachelors	Associates	High School
Principal	Masters	9	6	N/A	11	N/A	N/A
Program Analyst - Jr	Associates	2	0	0	0	N/A	4
Program Analyst - Sr	Bachelors	2	0	0	N/A	4	6
Program Manager I	Masters	7	4	N/A	9	N/A	N/A
Program Manager II	Masters	9	6	N/A	11	N/A	N/A
Project Manager I	Bachelors	4	0	2	N/A	6	8
Project Manager II	Bachelors	6	2	4	N/A	8	10
Project Manager III	Bachelors	8	4	6	N/A	10	12
Research Analyst I	Associates	2	0	0	0	N/A	4
Research Analyst II	Bachelors	2	0	0	N/A	4	6
Research Analyst III	Bachelors	4	0	2	N/A	6	8
Research Analyst IV	Bachelors	6	2	4	N/A	8	10
Research Consultant I	Associates	2	0	0	0	N/A	4
Research Consultant II	Bachelors	2	0	0	N/A	4	6
Research Consultant III	Bachelors	4	0	2	N/A	6	8
Senior Associate / Technician II	Bachelors	4	0	2	N/A	6	8
Senior Consultant - Executive Strategy	Masters	5	2	N/A	7	N/A	N/A
Senior Consultant I	Masters	4	1	N/A	6	N/A	N/A
Senior Consultant II	Masters	6	3	N/A	8	N/A	N/A
Senior Consultant III	Masters	8	5	N/A	10	N/A	N/A
Senior Manager I	Masters	10	7	N/A	12	N/A	N/A
Senior Manager II	Masters	12	9	N/A	14	N/A	N/A
Senior Principal	Masters	10	7	N/A	12	N/A	N/A
Subject Matter Expert I	Bachelors	10	6	8	N/A	12	14
Subject Matter Expert II	Bachelors	15	11	13	N/A	17	19
Subject Matter Expert III	Masters	10	7	N/A	12	N/A	N/A
Technical Expert	PhD	25	N/A	28	30	N/A	N/A
Technical Management Analyst III	Bachelors	1	0	0	N/A	3	5
Technical Program Manager I	Masters	7	4	N/A	9	N/A	N/A
Technical Research Analyst I	Bachelors	1	0	0	N/A	3	5
Technical Subject Matter Expert I	Bachelors	12	8	10	N/A	14	16
Technical Subject Matter Expert II	Masters	15	12	N/A	17	N/A	N/A
Test Engineer	Associates	2	0	0	0	N/A	4

SIN 611430 Training Course Descriptions

Title of Course: Rios Partners Leadership Lab (full day)			
Location of Course:	Contractor or Customer Facility (Online Program)	Length of Course (# of Hrs/Days):	8 Hours
Minimum Number of Participants:	1	Maximum Number of Participants:	20
Course Prerequisites: None			
Support Materials Provided as Part of the Course (e.g., Training Manuals, CDs, DVDs): Training Modules			
Description of Course, Including Major Objectives			
<p>The Rios Partners Leadership Lab (full day) consists of a full day of instruction for up to 20 people on any training module in the topic areas listed below. The training modules are designed for individuals that are GS-13 and above. The topics offered in the Leadership Lab incorporate best practice research, case studies, and hands-on learning exercises to provide the foundational knowledge, skills, and attributes for leader formation, development, and growth. Offering includes a 1-hour pre-meeting with the leadership team in order to tailor training to desired outcomes.</p>			
Training modules:			
<ul style="list-style-type: none"> • Building Teams • Communicating Effectively • Decision-Making and Problem-Solving • Defining Leadership • Designing for Your Customer • Employee Performance Management • Leading Change & Conflict Resolution • Leading with Emotional Intelligence • Managing Work and Time • Setting Organizational Goals and Targets • Thinking Analytically 			

Title of Course: Rios Partners Leadership Lab (half day)			
Location of Course:	Contractor or Customer Facility (Online Program)	Length of Course (# of Hrs/Days):	4 Hours
Minimum Number of Participants:	1	Maximum Number of Participants:	20
Course Prerequisites: None			
Support Materials Provided as Part of the Course (e.g., Training Manuals, CDs, DVDs): Training Modules			
Description of Course, Including Major Objectives			
<p>The Rios Partners Leadership Lab (half day) consists of a half day of instruction for up to 20 people on any training module in the topic areas listed below. The training modules are designed for individuals that are GS-13 and above. The topics offered in the Leadership Lab incorporate best practice research, case studies, and hands-on learning exercises to provide the foundational knowledge, skills, and</p>			

attributes for leader formation, development, and growth. Offering includes a 1-hour pre-meeting with the leadership team in order to tailor training to desired outcomes.

Training modules:

- Building Teams
- Communicating Effectively
- Decision-Making and Problem-Solving
- Defining Leadership
- Designing for Your Customer
- Employee Performance Management
- Leading Change & Conflict Resolution
- Leading with Emotional Intelligence
- Managing Work and Time
- Setting Organizational Goals and Targets
- Thinking Analytically