GENERAL SERVICES ADMINISTRATION
FEDERAL ACQUISITION SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE CATALOG/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!,* a menu-driven database system. The INTERNET address for **GSA** *Advantage!* is **http://www.gsaadvantage.gov**

SCHEDULE TITLE: MAS – Multiple Award Schedule

CONTRACT NUMBER: GS-35F-498CA

CONTRACT PERIOD: September 17, 2015 – September 16, 2025

For more information on ordering from Federal Supply Schedules click on the GSA Schedules link at www.gsa.gov

CONTRACTOR: Next Phase Solutions and Services, Inc.
3180 Buffalo Rd
New Windsor, MD 21776

CONTRACTOR'S ADMINISTRATION SOURCE: Laura Suffecool
Director of Business Operations
3180 Buffalo Rd
New Windsor, MD 21776
Phone: 410-258-2928
lsuffecool@npss-inc.com

BUSINESS SIZE: Small Disadvantaged Business (SDB)
Economically Disadvantaged Woman-owned Small Business (EDWOSB)
8(a) SBA Certified | Woman-owned Small Business (WOSB)

CUSTOMER INFORMATION:

1a.   TABLE OF AWARDED SPECIAL ITEM NUMBERS (SINs)

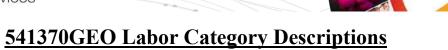| SIN	DESCRIPTION
54151S	Information Technology Professional Services
54151	Software Maintenance Services
54161HEAL	Health Information Technology Services
541370GEO	Earth Observation Solutions
518210C	Cloud and Cloud-Related IT Professional Services
OLM	Order-Level Materials (OLM)

1b.   LOWEST PRICED MODEL NUMBER AND PRICE FOR EACH SIN: See pages 62-67.

1c.   HOURLY RATES: See pages 4-61 for labor category descriptions and hourly rates.

2.   MAXIMUM ORDER*: SINS: 54151, 54151HEAL, 54141S and 518210C: $500,000, SIN 541370GEO $1,000,000

3.   MINIMUM ORDER: $100

4.   GEOGRAPHIC COVERAGE: Domestic, 50 states, Washington, DC, Puerto Rico, US Territories

5.   POINT(S) OF PRODUCTION: N/A

6.   Discount from list prices or statement of net price: All Prices offered are net.

7.   QUANTITY DISCOUNT(S): None

8.   PROMPT PAYMENT TERMS: Net 30

9.a   Government Purchase Cards must be accepted at or below the micro-purchase threshold.

9.b   Government Purchase Cards are not accepted above the micro-purchase threshold.

10.   FOREIGN ITEMS: None

11a.   TIME OF DELIVERY: 30 Days

11b.   EXPEDITED DELIVERY: Contact Contractor

11c.   OVERNIGHT AND 2-DAY DELIVERY: Contact Contractor

11d.   URGENT REQUIRMENTS: Customers are encouraged to contact the contractor for the purpose of requesting accelerated delivery.

12.   FOB POINT: Destination

13a.   ORDERING ADDRESS: 3180 Buffalo Road, New Windsor, MD 21776

13b. **ORDERING PROCEDURES: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in FAR 8.405-3**

14. **PAYMENT ADDRESS**: 3 Berkley Ct, Freeland, MD 20153

15. **WARRANTY PROVISION:** Standard Commercial Warranty. Customer should contact contractor for a copy of the warranty.

16. **EXPORT PACKING CHARGES**: N/A

17. **TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE**: Not accepted above the micro-purchase level

18. **TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR (IF APPLICABLE):** N/A

19. **TERMS AND CONDITIONS OF INSTALLATION (IF APPLICABLE):** N/A

20. **TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES (IF AVAILABLE):** N/A

20a. **TERMS AND CONDITIONS FOR ANY OTHER SERVICES (IF APPLICABLE)**: N/A

21. **LIST OF SERVICE AND DISTRIBUTION POINTS (IF APPLICABLE):** N/A

22. **LIST OF PARTICIPATING DEALERS (IF APPLICABLE):** N/A

23. **PREVENTIVE MAINTENANCE (IF APPLICABLE)**: N/A

24a. **SPECIAL ATTRIBUTES SUCH AS ENVIRONMENTAL ATTRIBUTES (e.g. recycled content, energy efficiency, and/or reduced pollutants):** N/A

24b. **Section 508 Compliance for EIT:** as applicable

25. **DUNS NUMBER:** 968558226

26. **NOTIFICATION REGARDING REGISTRATION IN SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE:** Registration is valid

541370GEO Labor Category Descriptions

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Geospatial Program Manager	10	This individual will work under very broad supervision in providing management and technical direction to program personnel. Will regularly exercise independent judgment, as well as a high-level of analytical skill in solving complex technical, administrative and managerial problems. Will be responsible for all aspects of program performance.	Bachelors
Geospatial Project Manager	8	This individual is responsible for all aspects of field and/or task-level project performance (i.e., technical, contractual, administrative, financial). Will likely work on multiple projects simultaneously. Supervises personnel involved in all aspects of project activity, organizes and assigns responsibilities to subordinates, oversees the successful completion of all assigned tasks, and maintains customer contacts to ensure conformity to all contractual obligations. Exercises independent judgment, as well as a high-level of analytical skill, in solving non-routine technical, administrative, and managerial problems.	Bachelors
Geospatial Project Engineer	4	Responsible for design, development, implementation, and analysis of technical products and systems. Performs engineering design evaluations. May develop a range of products. 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. A wide degree of creativity and latitude is expected. May be required to lead and/or provide guidance to other engineers/technician. Works under general supervision. Typically reports to a manager or head of a unit/department.	Bachelors
Geospatial Senior Engineer	6	Provides expert judgment and analysis for the design, development and implementation of technical products and systems. Resolves highly complex technical issues, conducts advanced research, and identifies product/service innovations. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals. Works under general supervision. Performs a variety of tasks. May direct	Bachelors

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		and lead the work of others. Typically reports to a manager or head of a unit/department.	
Geospatial Engineering Specialist	6	Solves computer, business, scientific, engineering, policy/compliance or other discipline system/process problems and enables system to meet the needs of the organization. Performs system studies to assist organization to realize maximum benefit from investments in equipment, personnel, and business processes or to comply with internal or external requirements. Plans and designs new systems/processes or devises ways to apply existing systems resources to additional operations. Analyzes requirements, procedures, and problems to improve existing system/processes.	Bachelors
Geospatial Technical Staff	4	Solves computer, business, scientific, engineering, policy/compliance or other discipline system/process problems and enables system to meet the needs of the organization. Performs system studies to assist organization to realize maximum benefit from investments in equipment, personnel, and business processes or to comply with internal or external requirements. Plans and designs new systems/processes or devises ways to apply existing systems resources to additional operations. Analyzes requirements, procedures, and problems to improve existing system/processes. 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. A wide degree of creativity and latitude is expected	Bachelors
Geospatial Data Analyst I	0	Collects, reviews and analyzes data, transforms the data into information and then explains how the information impacts the business using various tools and techniques while working collaboratively with other investigators and subject matter experts. Performs data collection and analysis of key data elements from various sources. Interprets data results, compiling data into management, routine and ad hoc reports. Assists in the presentation of results to data users. Develops reporting strategies and automated reports from multiple sources / data warehouse and designing enterprise-level solutions for very large multidimensional databases. Work is performed under significant supervision.	Bachelors

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Geospatial Data Analyst II	3	Collects, reviews and analyzes data, transforms the data into information and then explains how the information impacts the business using various tools and techniques while working collaboratively with other investigators and subject matter experts. Performs data collection and analysis of key data elements from various sources. Interprets data results, compiling data into management, routine and ad hoc reports. Assists in the presentation of results to data users. Develops reporting strategies and automated reports from multiple sources / data warehouse and designing enterprise-level solutions for very large multidimensional databases. Work is performed under supervision	Bachelors
Geospatial Data Analyst III	5	Collects, reviews and analyzes data, transforms the data into information and then explains how the information impacts the business using various tools and techniques while working collaboratively with other investigators and subject matter experts. Performs data collection and analysis of key data elements from various sources. Interprets data results, compiling data into management, routine and ad hoc reports. Assists in the presentation of results to data users. Develops reporting strategies and automated reports from multiple sources / data warehouse and designing enterprise-level solutions for very large multidimensional databases. Work is performed under supervision	Bachelors
Geospatial RF Technician I	1	Conducts laboratory and/or field experiments and tests that require non-standard procedures, analyses and/or complex instrumentation. Fabricates, assembles, installs, calibrates, repairs and operates standard and complex laboratory and/or experimental prototype equipment. Compiles, correlates, and analyzes experimental data using specified formulas. Provides input for reports. Assembles and plots data. Work is performed under supervision.	Bachelors
Geospatial RF Technician II	3	Conducts laboratory and/or field experiments and tests that require non-standard procedures, analyses and/or complex instrumentation. Fabricates, assembles, installs, calibrates, repairs and operates standard and complex laboratory and/or experimental prototype equipment. Compiles, correlates, and analyzes experimental data using specified formulas. Provides	Bachelors

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		input for reports. Assembles and plots data. Work is performed under supervision.	
Geospatial RF Technician III	5	Conducts laboratory and/or field experiments and tests that require non-standard procedures, analyses and/or complex instrumentation. Fabricates, assembles, installs, calibrates, repairs and operates standard and complex laboratory and/or experimental prototype equipment. Compiles, correlates, and analyzes experimental data using specified formulas. Provides input for reports. Assembles and plots data. Work is performed under supervision.	Bachelors
Geospatial Technical Writer II	3	Performs research, writing, gathering, organizing, and editing of information for publication on websites and a diverse stakeholder/User community. Writes and edits and/or edits technical documents, including business proposals, reports, user manuals, briefings and presentations, functional descriptions, system specifications, guidelines, special reports, and other project deliverables. Works under supervision.	Bachelors

Substitution: To add flexibility and to assist in aligning resources proposed for future requirements, education, and experience may be substituted for each other. Each year of education may be substituted for 9 months of relevant experience. Similarly, 9 months of experience may be substituted for each year of education. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

54151 Labor Category Descriptions

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Software Analyst Jr.	0	➢ Assists with planning, analysis, and design of business systems. ➢ Assists in creating functional specifications and detailed test plans ➢ Completes change requests. ➢ Work is performed under supervision	Bachelor's
Software Business Analyst	3	➢ Elicits, analyzes, and documents business processes, use assess and system requirements. ➢ Performs planning, analysis and design of business systems. ➢ Creates functional specifications and detailed test plans ➢ Manages change requests. ➢ Work is performed under supervision	Bachelor's
Software Business Analyst Sr.	10	➢ Manages the analysis of business processes, use assess and system requirements. ➢ Manages and advises on planning, analysis, and design of business systems. ➢ Creates functional specifications and detailed test plans ➢ Work is performed independently - Frequently supervises others	Bachelor's
Software Database Specialist	5	➢ Performs data entry, query data research and report generation activities ➢ Provides input on scope and objectives for assigned projects ➢ Responsible for functional design, implementation, testing and roll-out of databases ➢ Experience with progressively complex business, mathematical or scientific data ➢ Interacts with outside customers and peer groups.	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Software Developer	10	➤ Designs major software systems and subsystems ➤ Designs, creates, modifies, and tests the code, forms and scripts that make up software applications ➤ Works from specifications and requirements ➤ Supports software applications and operating systems, participates in testing via test review and analysis, test observation, and software certification. ➤ Supervises technical work of less experienced technical personnel	Bachelor's
Software Functional Analyst	5	➤ Takes direction from more senior Program or Technical SME but works without regular guidance. ➤ Primary responsibilities are client service delivery and operations execution on projects ranging in scope including, but not limited t: technology strategy, architecture and service management; IT security; systems integration; data analytics and visualization; application development and maintenance; help desk operations; infrastructure/network design and management; and cloud (e.g., software, platform, infrastructure as a service). ➤ Possess competencies in multiple IT technologies, business processes, or combination of both. ➤ Performs analyses of a technical or non-technical nature.	Bachelor's
Software Functional Analyst Sr.	10	➤ Primary responsibility of analysis of software functionality requirements ➤ Possess competencies in multiple IT technologies, business processes, or combination of both. ➤ Collaborates with project teams comprised of other consulting practitioners. ➤ Leads deliverables and reviews the work of others for quality and accuracy. Teaches others on the project team about the client environment and mission, and overall project scope.	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		➢ Performs analyses of a technical or non-technical nature. -Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback.	
Software Program Manager	10	➢ Primary responsibilities are client service delivery and operations execution on software projects ranging in scope including, but not limited to technology strategy, architecture and service management; IT security systems integration; data analytics and visualization; application development and maintenance; help desk operations; infrastructure network design and management; and cloud (e.g. software, platform, infrastructure as a service). ➢ Works independently to execute a portion of the project scope and may perform as a project manager on IT engagements of moderate size complexity or lead one or multiple work streams on large engagements. ➢ Leads deliverables and reviews the work of others for quality and accuracy. Teaches others on the project team about the client environment and mission, and overall project scope. ➢ Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives. ➢ Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback.	Bachelor's
Software Project Manager	3	➢ -Provides to client staff utilization and status reports -Provides technical and managerial direction to support staff for contract monitoring and development activities, to ensure deadlines, standards and cost targets are met -Recruits and allocates resources on project consistent with funding and workload -Ensures all project work is in compliance with standards and best practices -Acts as liaison between project staff and client, and between business and technical stakeholders	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Software Solutions Architect	5	➤ -Directs and influences the technical direction of a solution; advances the technologies in use -Has broad knowledge base of technologies beyond area of expertise; a technical thought leader - Applies systems engineering and architecture design methods, processes, tools and techniques to analyze total integration requirements across multiple applications -Communicates and works closely with process and system owners, IT management and peers to ensure architecture and system designs meet business requirements -Performs reviews of solutions with customer.	Bachelor's
Software Subject Matter Expert	7	➤ -Utilizes subject matter area expertise gained through direct industry experience to provide technical, managerial, and administrative direction for problem definition, analysis, requirements development and implementation for complex to extremely complex systems in the subject matter area - Participates in strategy sessions, strategic assessments, and design reviews to validate enterprise approach. -Designs, creates, modifies, and tests the code, forms and scripts that make up software applications	Bachelor's
Software Systems Administrator	0	➤ -Assists with the daily activities of configuration and operation of software systems which may be mainframe, mini, desktop/laptop or client/server based -Assists with optimization of system operation and resources utilization; performs system capacity analysis and planning -Provides assistance to those accessing and using business systems -Work is performed under supervision	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Software Systems Architect	0	➢ -Directs and influences the technical direction of a software project; advances the technologies in use -Has broad knowledge base of technologies beyond area of expertise -Applies systems engineering and architecture design methods, processes, tools and techniques to analyze total integration requirements across multiple applications -Communicates and works closely with process and system owners, IT management and peers to ensure architecture and system designs meet business requirements	Bachelor's
Software Systems Engineer	0	➢ -Designs, creates, modifies, and tests the code, forms and scripts that make up software applications -Works from specifications and requirements -Supports software applications and operating systems -Participates in testing via test review and analysis, test observation, and software certification	Bachelor's
Software Systems Engineer Sr.	7	➢ -Provides designs inputs for major software systems and subsystems -Designs, creates, modifies, and tests the code, forms and scripts that make up software applications -Performs user experience studies and implements software interfaces with exceptional user experience outcomes -Works from specifications and requirements -Supports software applications and operating systems, participates in testing via test review and analysis, test observation, and software certification. -Supervises technical work of less experienced technical personnel	Bachelor's
Software Technical Writer	3	-Writes, edits, and rewrites technical material. Prepares user guides and other technical documentation for presentations.	Bachelor's

54151HEAL Labor Category Descriptions

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Health Business Systems Analyst II	3	➢ Elicits, analyzes and documents Healthcare IT related business processes, use cases and system requirements ➢ Performs planning, analysis and design of Healthcare IT related business systems ➢ Creates functional specifications and detailed test plans for Healthcare IT related systems ➢ Manages change requests for Healthcare IT related systems ➢ Work is performed under supervision	Bachelor's
Health Business Systems Analyst III	5	➢ Elicits, analyzes and documents Healthcare IT related business processes, use cases and system requirements ➢ Performs planning, analysis and design of Healthcare IT related business systems ➢ Creates functional specifications and detailed test plans for Healthcare IT related systems ➢ Manages change requests for Healthcare IT related systems ➢ Work is performed under supervision	Bachelor's
Health Database Analyst/ Reports Developer V	10	➢ Elicits, analyzes and documents Healthcare IT related business processes, use cases and system requirements ➢ Performs planning, analysis and design of Healthcare IT related business systems ➢ Creates functional specifications and detailed test plans for Healthcare IT related systems ➢ Manages change requests for Healthcare IT related systems ➢ Assists the Project Manager in project plan definition and assessment of project progress for Healthcare IT related projects ➢ Applies expertise on multiple complex Healthcare IT related work assignments and operates with appreciable latitude	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Health Enterprise Architect IV	7	➢ Performs data entry, query data research and report generation activities for Healthcare IT related projects ➢ Programs in languages such as SQL, TSQL and PL/SQL for Healthcare related systems ➢ Formulates and defines scope and objectives for assigned for Healthcare IT related projects ➢ Responsible for functional design, implementation, testing and roll-out for Healthcare IT related systems ➢ Experience with progressively complex Healthcare business, mathematical or scientific data ➢ Leads and directs the work of others; plans staff and database resources ➢ Interacts with outside customers and peer groups ➢ Possesses and applies comprehensive knowledge across a range of high-impact assignments for Healthcare IT related projects	Bachelor's
Health IT Security Analyst/ Engineer V	10	➢ Provides high-level architectural expertise of Healthcare IT related systems to managers and technical staff ➢ Develops enterprise system strategy and associated design infrastructure for Healthcare IT related systems ➢ Sets standards and advises on feasibility/selection of technologies for Healthcare IT related systems ➢ Demonstrates expertise in integrating multiple diverse Healthcare IT related processes and systems ➢ Translates requirements into complex enterprise architectures and implementations for Healthcare IT related systems ➢ Delivers presentations to executive staff ➢ Applies expertise on multiple complex Healthcare IT related work assignments and operates with appreciable latitude	Bachelor's
Health Project Manager II	3	➢ Deploys security architectures and policies of Healthcare related networks and systems ➢ Plans, implements, upgrades or monitors security measures for the protection of Healthcare related computer networks and information to safeguard digital data and vital electronic infrastructure ➢ Integrates evolving security requirements into Healthcare IT related systems ➢ Versed in design and development of large Healthcare related systems ➢ Mastery of Information Security best practices and technologies for Healthcare IT related systems ➢ Leads system certification and accreditation projects for Healthcare related systems	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		➢ Manages cyber threat information and provides executive reporting for Healthcare IT related systems ➢ Possesses and applies comprehensive knowledge across a range of high-impact Healthcare IT related assignments	
Health Quality Assurance Specialist I	0	➢ Provides to client staff utilization and status reports for Healthcare IT related projects ➢ Provides technical and managerial direction of Healthcare IT related systems to support staff for contract monitoring and development activities, to ensure deadlines, standards and cost targets are met ➢ Recruits and allocates Healthcare IT related resources on project consistent with funding and workload ➢ Ensures all project work is in compliance with standards and best practices ➢ Acts as liaison between project staff and client, and between business and technical stakeholders ➢ Work is performed under supervision	Bachelor's
Health Quality Assurance Specialist II	3	➢ Develops and implements quality control methodologies in compliance with established standards, guidelines and procedures for Healthcare IT related projects ➢ Defines characteristics of quality including metrics and scoring parameters for Healthcare IT related projects ➢ Determines quality control resources needed for Healthcare IT related assigned tasks ➢ Conducts or participates in formal and informal reviews at designated points in the development lifecycle of Healthcare IT related systems ➢ Work is performed under supervision	Bachelor's
Health Quality Assurance Specialist IV	7	➢ Develops and implements quality control methodologies in compliance with established standards, guidelines and procedures for Healthcare IT related projects ➢ Defines characteristics of quality including metrics and scoring parameters for Healthcare IT related projects ➢ Determines quality control resources needed for Healthcare IT related assigned tasks ➢ Conducts or participates in formal and informal reviews at designated points in the development lifecycle of Healthcare IT related systems ➢ Maintains or assists with the process for evaluating hardware, software and associated documentation for Healthcare IT related systems ➢ Work is performed under supervision	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Health Software Engineer I	0	➢ Develops and implements quality control methodologies in compliance with established standards, guidelines and procedures for Healthcare IT related projects ➢ Defines characteristics of quality including metrics and scoring parameters for Healthcare IT related projects ➢ Determines quality control resources needed for Healthcare IT related assigned tasks ➢ Oversees formal and informal reviews at designated points in the development lifecycle for Healthcare IT related systems ➢ Oversees the process for evaluating hardware, software and associated documentation for Healthcare IT related systems ➢ Applies expertise on multiple complex Healthcare IT related work assignments and operates with appreciable latitude	Bachelor's
Health Software Engineer III	5	➢ Designs, creates, modifies, and tests the code, forms and scripts that make up for Healthcare related software applications ➢ Works from specifications and requirements for Healthcare IT related projects ➢ Supports Healthcare related software applications and operating systems ➢ Participates in testing via test review and analysis, test observation, and software certification for Healthcare IT related systems ➢ May require significant oversight	Bachelor's
Health Solution Architect I	0	➢ Designs, creates, modifies, and tests the code, forms and scripts that make up Healthcare related software applications ➢ Works from specifications and requirements for Healthcare IT related projects ➢ Supports Healthcare related software applications and operating systems, participates in testing via test review and analysis, test observation, and software certification ➢ Works independently with minimal supervision	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Health System Administrator I	0	➢ Directs and influences the technical direction of a Healthcare IT related project; advances the technologies in use ➢ Has broad knowledge base of Healthcare IT related technologies beyond area of expertise; a technical thought leader ➢ Applies systems engineering and architecture design methods, processes, tools and techniques to analyze total integration requirements across multiple Healthcare applications ➢ Communicates and works closely with process and system owners, IT management and peers to ensure architecture and system designs meet business requirements of Healthcare IT related projects ➢ Work is performed under supervision	Bachelor's
Health System Administrator II	3	➢ Assists with the daily activities of configuration and operation of for Healthcare related business systems which may be mainframe, mini, desktop/laptop or client/server based ➢ Assists with optimization of Healthcare system operation and Healthcare IT resources utilization; performs Healthcare system capacity analysis and planning ➢ Provides assistance to those accessing and using Healthcare IT related business systems ➢ Work is performed under supervision	Bachelor's
Health Technical Lead II	2	➢ Supervises the daily activities of configuration and operation of Healthcare IT related business systems which may be mainframe, mini, desktop/laptop or client/server based ➢ Plans and monitors the optimization of Healthcare related system operation and Healthcare IT resources utilization; performs Healthcare system capacity analysis and planning ➢ Oversees assistance to those accessing and using Healthcare IT related business systems ➢ Applies expertise on multiple complex Healthcare IT related work assignments and operates with appreciable latitude	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Health Program/Technical SME V	10	- Provides functional leadership of Healthcare IT staff within area of expertise under direction of project management and/or client - Coordinates team activities and provides required reporting on activities and performance for Healthcare IT related projects - Ensures Healthcare IT related technical resources are adequately skilled and equipped to perform assigned tasks - Work is performed under supervision	Bachelor's
Health Database Analyst/Reports Developer III	5	- Primary responsibilities are client service delivery and operations execution on projects ranging in scope including, but not limited to: technology strategy, architecture and service management; IT security; systems integration; data analytics and visualization; application development and maintenance; help desk operations; infrastructure/network design and management; and cloud (e.g., software, platform, infrastructure as a service) for Healthcare IT related projects - Possess competencies in multiple Healthcare related IT technologies, business processes, or combination of both - Collaborates with project teams comprised of other Healthcare IT related consulting practitioners - Works independently to execute a portion of the project scope, and may perform as a project manager on Healthcare IT engagements of moderate size complexity, or lead one or multiple work streams on large engagements - Leads deliverables and reviews the Healthcare IT work of others for quality and accuracy. Teaches others on the project team about the client environment and mission, and overall project scope - Communicates Healthcare IT related project delivery schedule and milestones while maintaining productive and professional relationships with client - Performs analyses of a technical or non-technical nature of Healthcare IT related projects - Serves as the client's engagement manager for specific Healthcare IT related project areas and assumes responsibility for client communications related to communicating technical concerns - Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives for Healthcare IT related projects	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		➢ Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback for Healthcare IT related projects	
Health Test Engineer II	3	➢ Performs data entry, query data research and report generation activities for Healthcare IT related projects ➢ Programs in languages such as SQL, TSQL and PL/SQL for Healthcare related systems ➢ Provides input on scope and objectives for Healthcare IT related assigned projects ➢ Responsible for functional design, implementation, testing and roll-out for Healthcare IT related projects ➢ Experience with progressively complex Healthcare related business, mathematical or scientific data ➢ Interacts with outside customers and peer groups ➢ Possesses and applies comprehensive knowledge across a range of high-impact Healthcare IT related assignments	Bachelor's
Health Software Engineer II	3	➢ Evaluates, recommends, and implements automated test tools and strategies for Healthcare IT related projects ➢ Develops, maintains and upgrades automated test scripts and architectures for Healthcare IT related application products ➢ Also writes, implements, and reports status for Healthcare IT related system test cases for testing ➢ Analyzes test cases and provides regular progress reports for Healthcare IT related systems ➢ Relies on instructions and pre-established guidelines to perform the functions of the Healthcare IT related job ➢ Works under immediate supervision ➢ A certain degree of creativity and latitude is required ➢ Typically reports to supervisor or Manager	Bachelor's
Health Software Engineer IV	7	➢ Designs, creates, modifies, and tests the code, forms and scripts that make up Healthcare related software applications ➢ Works from specifications and requirements for Healthcare IT related projects ➢ Supports Healthcare IT related software applications and operating systems, participates in testing via test review and analysis, test observation, and software certification for Healthcare IT related systems ➢ Works under immediate supervision	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Health Software Engineer V	10	➢ Provides designs inputs for major Healthcare IT related software systems and subsystems ➢ Designs, creates, modifies, and tests the code, forms and scripts that make up Healthcare related IT related software applications ➢ Performs user experience studies and implements Healthcare IT related software interfaces with exceptional user experience outcomes ➢ Works from specifications and requirements for Healthcare IT related projects ➢ Supports Healthcare IT related software applications and operating systems, participates in testing via test review and analysis, test observation, and software certification. ➢ Supervises technical work of less experienced Healthcare IT technical personnel	Bachelor's
Health Solutions Architect III	5	➢ Designs major Healthcare IT related software systems and subsystems ➢ Designs, creates, modifies, and tests the code, forms and scripts that make up Healthcare IT related software applications ➢ Performs user experience studies and implements software interfaces with exceptional user experience outcomes for Healthcare IT systems. ➢ Works from specifications and requirements for Healthcare IT related projects ➢ Supports Healthcare IT related software applications and operating systems, participates in testing via test review and analysis, test observation, and software certification for Healthcare IT systems. ➢ Supervises technical work of less experienced Healthcare IT technical personnel	Bachelor's
Health Program/Technical SME III	5	➢ Directs and influences the technical direction of a Healthcare IT related solution; advances the technologies in use ➢ Has broad knowledge base of Healthcare IT related technologies beyond area of expertise; a technical thought leader ➢ Applies systems engineering and architecture design methods, processes, tools and techniques to analyze total integration requirements across multiple applications for Healthcare IT related projects ➢ Communicates and works closely with process and system owners, IT management and peers to ensure Healthcare IT related architecture and system designs meet business requirements	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		➢ May perform in a supervisory capacity with oversight of more junior Healthcare IT technical staff, including other architects. ➢ Performs reviews of Healthcare IT related solutions with customer.	

Additional Notes:

Substitution: To add flexibility and to assist in aligning resources proposed for future requirements, education, and experience may be substituted for each other. Each year of education may be substituted for 9 months of relevant experience. Similarly, 9 months of experience may be substituted for each year of education. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

54151S Labor Category Descriptions

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Business Systems Analyst II	3	➤ Elicits, analyzes and documents business processes, use cases and system requirements ➤ Performs planning, analysis and design of business systems ➤ Creates functional specifications and detailed test plans ➤ Manages change requests ➤ Work is performed under supervision	Bachelor's
Business Systems Analyst III	5	➤ Elicits, analyzes and documents business processes, use cases and system requirements ➤ Performs planning, analysis and design of business systems ➤ Creates functional specifications and detailed test plans ➤ Manages change requests ➤ Assists the Project Manager in project plan definition and assessment of project progress ➤ Applies expertise on multiple complex work assignments and operates with appreciable latitude	Bachelor's
Database Analyst/ Reports Developer V	10	➤ Performs data entry, query data research and report generation activities ➤ Programs in languages such as SQL, TSQL and PL/SQL ➤ Formulates and defines scope and objectives for assigned projects ➤ Responsible for functional design, implementation, testing and roll-out ➤ Experience with progressively complex business, mathematical or scientific data ➤ Leads and directs the work of others; plans staff and database resources ➤ Interacts with outside customers and peer groups ➤ Possesses and applies comprehensive knowledge across a range of high-impact assignments	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Enterprise Architect IV	7	➢ Provides high-level architectural expertise to managers and technical staff ➢ Develops enterprise system strategy and associated design infrastructure ➢ Sets standards and advises on feasibility/selection of technologies ➢ Demonstrates expertise in integrating multiple diverse processes and systems ➢ Translates requirements into complex enterprise architectures and implementations ➢ Delivers presentations to executive staff ➢ Applies expertise on multiple complex work assignments and operates with appreciable latitude	Bachelor's
IT Security Analyst/ Engineer V	10	➢ Deploys security architectures and policies of networks and systems ➢ Plans, implements, upgrades or monitors security measures for the protection of computer networks and information to safeguard digital data and vital electronic infrastructure ➢ Integrates evolving security requirements into systems ➢ Versed in design and development of large systems ➢ Mastery of Information Security best practices and technologies ➢ Leads system certification and accreditation projects ➢ Manages cyber threat information and provides executive reporting ➢ Possesses and applies comprehensive knowledge across a range of high-impact assignments	Bachelor's
Project Manager II	3	➢ Provides to client staff utilization and status reports ➢ Provides technical and managerial direction to support staff for contract monitoring and development activities, to ensure deadlines, standards and cost targets are met ➢ Recruits and allocates resources on project consistent with funding and workload ➢ Ensures all project work is in compliance with standards and best practices ➢ Acts as liaison between project staff and client, and between business and technical stakeholders ➢ Work is performed under supervision	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Quality Assurance Specialist I	0	➢ Develops and implements quality control methodologies in compliance with established standards, guidelines and procedures ➢ Defines characteristics of quality including metrics and scoring parameters ➢ Determines quality control resources needed for assigned tasks ➢ Conducts or participates in formal and informal reviews at designated points in the development lifecycle ➢ Work is performed under supervision	Bachelor's
Quality Assurance Specialist II	3	➢ Develops and implements quality control methodologies in compliance with established standards, guidelines and procedures ➢ Defines characteristics of quality including metrics and scoring parameters ➢ Determines quality control resources needed for assigned tasks ➢ Conducts or participates in formal and informal reviews at designated points in the development lifecycle ➢ Maintains or assists with the process for evaluating hardware, software and associated documentation ➢ Work is performed under supervision	Bachelor's
Quality Assurance Specialist IV	7	➢ Develops and implements quality control methodologies in compliance with established standards, guidelines and procedures ➢ Defines characteristics of quality including metrics and scoring parameters ➢ Determines quality control resources needed for assigned tasks ➢ Oversees formal and informal reviews at designated points in the development lifecycle ➢ Oversees the process for evaluating hardware, software and associated documentation ➢ Applies expertise on multiple complex work assignments and operates with appreciable latitude	Bachelor's
Software Engineer I	0	➢ Designs, creates, modifies, and tests the code, forms and scripts that make up software applications ➢ Works from specifications and requirements ➢ Supports software applications and operating systems ➢ Participates in testing via test review and analysis, test observation, and software certification ➢ May require significant oversight	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Software Engineer III	5	➢ Designs, creates, modifies, and tests the code, forms and scripts that make up software applications ➢ Works from specifications and requirements ➢ Supports software applications and operating systems, participates in testing via test review and analysis, test observation, and software certification ➢ Works independently with minimal supervision	Bachelor's
Solution Architect I	0	➢ Directs and influences the technical direction of a project; advances the technologies in use ➢ Has broad knowledge base of technologies beyond area of expertise; a technical thought leader ➢ Applies systems engineering and architecture design methods, processes, tools and techniques to analyze total integration requirements across multiple applications ➢ Communicates and works closely with process and system owners, IT management and peers to ensure architecture and system designs meet business requirements ➢ Work is performed under supervision	Bachelor's
System Administrator I	0	➢ Assists with the daily activities of configuration and operation of business systems which may be mainframe, mini, desktop/laptop or client/server based ➢ Assists with optimization of system operation and resources utilization; performs system capacity analysis and planning ➢ Provides assistance to those accessing and using business systems ➢ Work is performed under supervision	Bachelor's
System Administrator II	3	➢ Supervises the daily activities of configuration and operation of business systems which may be mainframe, mini, desktop/laptop or client/server based ➢ Plans and monitors the optimization of system operation and resources utilization; performs system capacity analysis and planning ➢ Oversees assistance to those accessing and using business systems ➢ Applies expertise on multiple complex work assignments and operates with appreciable latitude	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Technical Lead II	2	➢ Provides functional leadership of staff within area of expertise under direction of project management and/or client ➢ Coordinates team activities and provides required reporting on activities and performance ➢ Ensures technical resources are adequately skilled and equipped to perform assigned tasks ➢ Work is performed under supervision	Bachelor's
Program/Technical SME V	10	➢ Primary responsibilities are client service delivery and operations execution on projects ranging in scope including, but not limited to: technology strategy, architecture and service management; IT security; systems integration; data analytics and visualization; application development and maintenance; help desk operations; infrastructure/network design and management; and cloud (e.g., software, platform, infrastructure as a service). ➢ Possess competencies in multiple IT technologies, business processes, or combination of both. ➢ Collaborates with project teams comprised of other consulting practitioners. ➢ Works independently to execute a portion of the project scope, and may perform as a project manager on IT engagements of moderate size complexity, or lead one or multiple work streams on large engagements. ➢ Leads deliverables and reviews the work of others for quality and accuracy. Teaches others on the project team about the client environment and mission, and overall project scope. ➢ Communicates project delivery schedule and milestones while maintaining productive and professional relationships with client. ➢ Performs analyses of a technical or non-technical nature. ➢ Serves as the client's engagement manager for specific project areas and assumes responsibility for client communications related to communicating technical concerns. ➢ Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives. ➢ Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback.	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Database Analyst/Reports Developer III	5	➢ Performs data entry, query data research and report generation activities ➢ Programs in languages such as SQL, TSQL and PL/SQL ➢ Provides input on scope and objectives for assigned projects ➢ Responsible for functional design, implementation, testing and roll-out ➢ Experience with progressively complex business, mathematical or scientific data ➢ Interacts with outside customers and peer groups. ➢ Possesses and applies comprehensive knowledge across a range of high-impact assignments	Bachelor's
Test Engineer II	3	➢ Evaluates, recommends, and implements automated test tools and strategies. ➢ Develops, maintains and upgrades automated test scripts and architectures for application products ➢ Also writes, implements, and reports status for system test cases for testing. ➢ Analyzes test cases and provides regular progress reports. ➢ Relies on instructions and pre-established guidelines to perform the functions of the job ➢ Works under immediate supervision ➢ A certain degree of creativity and latitude is required ➢ Typically reports to supervisor or Manager	Bachelor's
Software Engineer II	3	➢ Designs, creates, modifies, and tests the code, forms and scripts that make up software applications ➢ Works from specifications and requirements ➢ Supports software applications and operating systems, participates in testing via test review and analysis, test observation, and software certification. ➢ Works under immediate supervision	Bachelor's
Software Engineer IV	7	➢ Provides designs inputs for major software systems and subsystems ➢ Designs, creates, modifies, and tests the code, forms and scripts that make up software applications ➢ Performs user experience studies and implements software interfaces with exceptional user experience outcomes ➢ Works from specifications and requirements ➢ Supports software applications and operating systems, participates in testing via test review and analysis, test observation, and software certification.	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		➢ Supervises technical work of less experienced technical personnel	
Software Engineer V	10	➢ Designs major software systems and subsystems ➢ Designs, creates, modifies, and tests the code, forms and scripts that make up software applications ➢ Works from specifications and requirements ➢ Supports software applications and operating systems, participates in testing via test review and analysis, test observation, and software certification. ➢ Supervises technical work of less experienced technical personnel	Bachelor's
Solutions Architect III	5	➢ Directs and influences the technical direction of a solution; advances the technologies in use ➢ Has broad knowledge base of technologies beyond area of expertise; a technical thought leader ➢ Applies systems engineering and architecture design methods, processes, tools and techniques to analyze total integration requirements across multiple applications ➢ Communicates and works closely with process and system owners, IT management and peers to ensure architecture and system designs meet business requirements ➢ May perform in a supervisory capacity with oversight of more junior technical staff, including other architects. ➢ Performs reviews of solutions with customer.	Bachelor's
Program/Technical SME III	5	➢ Takes direction from more senior Program or Technical SME but works without regular guidance. ➢ Primary responsibilities are client service delivery and operations execution on projects ranging in scope including, but not limited to: technology strategy, architecture and service management; IT security; systems integration; data analytics and visualization; application development and maintenance; help desk operations; infrastructure/network design and management; and cloud (e.g., software, platform, infrastructure as a service). ➢ Possess competencies in multiple IT technologies, business processes, or combination of both. ➢ Collaborates with project teams comprised of other consulting practitioners. ➢ Works independently, but under direction of management, to execute a portion of the project scope, and may perform as a project manager on IT engagements of moderate size complexity, or lead one or multiple work streams on large engagements.	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		➢ Leads deliverables and reviews the work of others for quality and accuracy. Teaches others on the project team about the client environment and mission, and overall project scope. ➢ Collaborates on the development of a project delivery schedule and milestones while maintaining productive and professional relationships with client. ➢ Performs analyses of a technical or non-technical nature. ➢ May serve as the client's engagement manager for specific project areas and assumes responsibility for client communications related to communicating technical concerns. ➢ Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback.	

Substitution: To add flexibility and to assist in aligning resources proposed for future requirements, education, and experience may be substituted for each other. Each year of education may be substituted for 9 months of relevant experience. Similarly, 9 months of experience may be substituted for each year of education. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

518210C Labor Category Descriptions

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Cloud Analyst Jr.	0	-Assists with planning, analysis, and design of cloud systems. -Assists in creating functional specifications and detailed test plans for cloud-based systems -Completes change requests. -Work is performed under supervision	Bachelor's
Cloud Business Analyst	3	-Elicits, analyzes and documents cloud related business processes, use and system requirements. -Performs planning, analysis and design of cloud related business systems. -Creates functional specifications and detailed test plans for cloud-based systems -Manages change requests. -Work is performed under supervision	Bachelor's
Cloud Business Analyst Sr.	10	-Manages the analysis of Cloud related business processes, use and system requirements. -Manages and advises on planning, analysis and design of Cloud related business systems. -Creates functional specifications and detailed test plans for Cloud-bases systems - Work is performed independently - Frequently supervises others	Bachelor's
Cloud Database Specialist	5	-Performs data entry, query data research and report generation activities related to Cloud-based systems -Responsible for functional design, implementation, testing and roll-out of databases related to Cloud based systems -Experience with progressively complex business, mathematical or scientific data -Interacts with outside customers and peer groups.	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Cloud Developer	10	-Designs major Cloud based software systems and subsystems -Designs, creates, modifies, and tests the code, forms and scripts that make up Cloud based software applications -Works from specifications and requirements -Supports Cloud based software applications and operating systems, participates in testing via test review and analysis, test observation, and software certification. -Supervises technical work of less experienced technical personnel	Bachelor's
Cloud Functional Analyst	5	-Takes direction from more senior Program or Technical SME but works without regular guidance. -Primary responsibilities are client service delivery and operations execution on Cloud projects ranging in scope including, but not limited to: technology strategy, architecture and service management; security; systems integration; data analytics and visualization; application development and maintenance; help desk operations; infrastructure/network design and management -Possess competencies in multiple Cloud related IT technologies, business processes, or combination of both. -Performs analyses of a technical or non-technical nature.	Bachelor's
Cloud Functional Analyst Sr.	10	-Primary responsibility of analysis of Cloud based software functionality requirements -Possess competencies in multiple Cloud based IT technologies, business processes, or combination of both. -Collaborates with project teams comprised of other consulting practitioners. -Leads deliverables and reviews the work of others for quality and accuracy. Teaches others on the project team about the client environment and mission, and overall project scope. -Performs analyses of a technical or non-technical nature in all Cloud related aspects -Maintains responsibility for formulating work	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		standards, creating strategic project objectives, and managing client issues and feedback.	
Cloud Program Manager	10	-Primary responsibilities are client service delivery and operations execution on Cloud projects ranging in scope including, but not limited to: technology strategy, architecture and service management; IT security systems integration; data analytics and visualization; application development and maintenance; help desk operations; infrastructure network design and management. -Works independently to execute a portion of the project scope, and may perform as a project manager on Cloud IT engagements of moderate size complexity, or lead one or multiple work streams on large engagements. -Leads deliverables and reviews the work of others for quality and accuracy. Teaches others on the project team about the client environment and mission, and overall project scope. -Is the contractor's liaison and point of contact with the Contracting Officer's Technical and delegated government representatives. -Maintains responsibility for formulating work standards, creating strategic project objectives, and managing client issues and feedback.	Bachelor's
Cloud Project Manager	3	-Provides to client staff utilization and status reports on Cloud-based projects -Provides technical and managerial direction to support staff for contract monitoring and development activities, to ensure deadlines, standards and cost targets are met -Recruits and allocates resources on project consistent with funding and workload -Ensures all project work is in compliance with NIST Cloud standards and best practices -Acts as liaison between project staff and client, and between business and technical stakeholders	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Cloud Solutions Architect	5	-Directs and influences the technical direction of a solution; advances the technologies in use -Has broad knowledge base of Cloud based technologies beyond area of expertise - Applies Cloud related systems engineering and architecture design methods, processes, tools and techniques to analyze total integration requirements across multiple Cloud applications -Communicates and works closely with process and system owners, IT management and peers to ensure architecture and system designs meet business requirements -Performs reviews of solutions with customer.	Bachelor's
Cloud Subject Matter Expert	7	-Utilizes Cloud related subject matter area expertise gained through direct industry experience to provide technical, managerial, and administrative direction for problem definition, analysis, requirements development and implementation for complex to extrememly complex systems in the subject matter area - Participates in strategy sessions, strategic assessments, and design reviews to validate enterprise approach to all Cloud related project aspects -Designs, creates, modifies, and tests the code, forms and scripts that make up Cloud based software applications	Bachelor's
Cloud Systems Administrator	0	-Assists with the daily activities of configuration and operation of Cloud based software systems which may be mainframe, mini, desktop/laptop or client/server based -Assists with optimization of Cloud based system operation and resources utilization; performs system capacity analysis and planning -Provides assistance to those accessing and using Cloud based business systems -Work is performed under supervision	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Cloud Systems Architect	0	-Directs and influences the technical direction of a Cloud related software project; advances the technologies in use -Has broad knowledge base of Cloud technologies beyond area of expertise -Applies Cloud related systems engineering and architecture design methods, processes, tools and techniques to analyze total integration requirements across multiple applications -Communicates and works closely with process and system owners, IT management and peers to ensure architecture and system designs meet business requirements	Bachelor's
Cloud Systems Engineer	0	-Designs, creates, modifies, and tests the code, forms and scripts that make up Cloud based software applications -Works from specifications and requirements on Cloud based systems -Supports Cloud software applications and operating systems -Participates in testing via test review and analysis, test observation, and Cloud software certification	Bachelor's
Cloud Systems Engineer Sr.	7	-Provides designs inputs for major Cloud based software systems and subsystems -Designs, creates, modifies, and tests the code, forms and scripts that make up Cloud software applications -Performs user experience studies and implements Cloud software interfaces with exceptional user experience outcomes -Works from specifications and requirements -Supports Cloud software applications and operating systems, participates in testing via test review and analysis, test observation, and software certification. -Supervises technical work of less experienced technical personnel	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Cloud Technical Writer	3	-Writes, edits, and rewrites technical material. Prepares user guides and other technical documentation for presentations related to Cloud based software	Bachelor's
Cloud Agile Coach I	3	Experience performing transformative initiatives to deliver lasting change within agencies that focus on delivering value for citizens through Cloud-based applications, services, and enterprise infrastructure. Cloud Coaches possess the technical understanding of Cloud-based delivery challenges and are skilled in adapting Agile practices to meet the needs of a team performing development of Cloud-based applications, services and enterprise infrastructure. A Cloud Coach may be required to work either: | at the team level, working with teams to ensure that delivery teams within agencies are adopting agile and performing effectively | at the portfolio or program level, to help agencies to establish the right processes for managing a portfolio of work in an agile way | at the organization level, to drive strategic change across the organization and ensure that adoption of agile techniques is embedded from the most senior levels of the organization | or across all levels to ensure that organizations adopt a pragmatic approach to the way in which they govern delivery and continuous improvement of digital services | Primarily responsible for: | Embed an agile culture using techniques from a wide range or agile and lean methodologies and frameworks, but be methodology agnostic | Help to create an open and trust-based environment, which enables a focus on delivery and facilitates continuous improvement | Assess the culture of a team or organization and delivery processes in place to identify improvements and facilitate these improvements with the right type of support | Showcase relevant tools and techniques such as coaching, advising, workshops, and mentoring | Engage with stakeholders at all levels of the	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		organization | Develop clear lines of escalation, in agreement with senior managers | Ensure any stakeholder can easily find out an accurate and current project or program status, without disruption to delivery | Work effectively with other suppliers and agencies | Apply best tools and techniques to: team roles, behaviors, structure and culture, agile ceremonies and practices, knowledge transfer and sharing, program management, cross-team coordination, and overall governance of digital service delivery | Ensure key metrics and requirements that support the team and delivery are well defined and maintained | Equip staff with the ability to coach others | If organization level, executive coaching on the fundamental considerations of digital service delivery design	
Cloud Agile Coach II	5	Experience performing transformative initiatives to deliver lasting change within agencies that focus on delivering value for citizens through Cloud-based applications, services, and enterprise infrastructure. Cloud Coaches possess the technical understanding of Cloud-based delivery challenges and are skilled in adapting Agile practices to meet the needs of a team performing development of Cloud-based applications, services and enterprise infrastructure. A Cloud Coach may be required to work either: | at the team level, working with teams to ensure that delivery teams within agencies are adopting agile and performing effectively | at the portfolio or program level, to help agencies to establish the right processes for managing a portfolio of work in an agile way | at the organization level, to drive strategic change across the organization and ensure that adoption of agile techniques is embedded from the most senior levels of the organization | or across all levels to ensure that organizations adopt a pragmatic approach to the way in which they govern delivery and continuous improvement of digital services | Primarily responsible for: | Embed an agile culture using techniques from a wide range or agile and lean methodologies and frameworks, but be methodology agnostic | Help to create an open and trust-based environment, which enables a	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		focus on delivery and facilitates continuous improvement | Assess the culture of a team or organization and delivery processes in place to identify improvements and facilitate these improvements with the right type of support | Showcase relevant tools and techniques such as coaching, advising, workshops, and mentoring | Engage with stakeholders at all levels of the organization | Develop clear lines of escalation, in agreement with senior managers | Ensure any stakeholder can easily find out an accurate and current project or program status, without disruption to delivery | Work effectively with other suppliers and agencies | Apply best tools and techniques to: team roles, behaviors, structure and culture, agile ceremonies and practices, knowledge transfer and sharing, program management, cross-team coordination, and overall governance of digital service delivery | Ensure key metrics and requirements that support the team and delivery are well defined and maintained | Equip staff with the ability to coach others | If organization level, executive coaching on the fundamental considerations of digital service delivery design	
Cloud Agile Coach III	10	Experience performing transformative initiatives to deliver lasting change within agencies that focus on delivering value for citizens through Cloud-based applications, services, and enterprise infrastructure. Cloud Coaches possess the technical understanding of Cloud-based delivery challenges and are skilled in adapting Agile practices to meet the needs of a team performing development of Cloud-based applications, services and enterprise infrastructure. A Cloud Coach may be required to work either: | at the team level, working with teams to ensure that delivery teams within agencies are adopting agile and performing effectively | at the portfolio or program level, to help agencies to establish the right processes for managing a portfolio of work in an agile way | at the organization level, to drive strategic change across the organization and ensure that adoption of agile techniques is embedded from the most senior levels of the organization | or across	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		all levels to ensure that organizations adopt a pragmatic approach to the way in which they govern delivery and continuous improvement of digital services | Primarily responsible for: | Embed an agile culture using techniques from a wide range or agile and lean methodologies and frameworks, but be methodology agnostic | Help to create an open and trust-based environment, which enables a focus on delivery and facilitates continuous improvement | Assess the culture of a team or organization and delivery processes in place to identify improvements and facilitate these improvements with the right type of support | Showcase relevant tools and techniques such as coaching, advising, workshops, and mentoring | Engage with stakeholders at all levels of the organization | Develop clear lines of escalation, in agreement with senior managers | Ensure any stakeholder can easily find out an accurate and current project or program status, without disruption to delivery | Work effectively with other suppliers and agencies | Apply best tools and techniques to: team roles, behaviors, structure and culture, agile ceremonies and practices, knowledge transfer and sharing, program management, cross-team coordination, and overall governance of digital service delivery | Ensure key metrics and requirements that support the team and delivery are well defined and maintained | Equip staff with the ability to coach others | If organization level, executive coaching on the fundamental considerations of digital service delivery design	
Cloud Backend Web Developer I	3	Experience using modern, open source software, and Cloud-ready services to prototype and deploy backend web applications, including all aspects of server-side processing, data storage, and integration with frontend development. Experience with one or more Cloud platforms (Azure, AWS, Google) and addressing the unique challenges of hybrid Cloud (on-premise and Cloud) development challenges | Primarily responsible for: | Web development using open-source web programming languages (e.g., Ruby, Python) and frameworks (e.g., Django,	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		Rails) | Developing and consuming web-based, RESTful APIs | Using and working in team environments that use agile methodologies (e.g., Scrum, Lean) | Authoring developer-friendly documentation (e.g., API documentation, deployment operations) | Test-driven development | Use of version control systems, specifically Git and GitHub | Quickly researching and learning new programming tools and techniques | Relational and non-relational database systems | Scalable search technology (e.g. ElasticSearch, Solr) | Handling large data sets and scaling their handling and storage | Using and working with open source solutions, COTS software products, Cloud-ready services and the Cloud community | Communicating technical concepts to a non-technical audience |	
Cloud Backend Web Developer II	7	Experience using modern, open source software, and Cloud-ready services to prototype and deploy backend web applications, including all aspects of server-side processing, data storage, and integration with frontend development. Experience with one or more Cloud platforms (Azure, AWS, Google) and addressing the unique challenges of hybrid Cloud (on-premise and Cloud) development challenges | Primarily responsible for: | Web development using open-source web programming languages (e.g., Ruby, Python) and frameworks (e.g., Django, Rails) | Developing and consuming web-based, RESTful APIs | Using and working in team environments that use agile methodologies (e.g., Scrum, Lean) | Authoring developer-friendly documentation (e.g., API documentation, deployment operations) | Test-driven development | Use of version control systems, specifically Git and GitHub | Quickly researching and learning new programming tools and techniques | Relational and non-relational database systems | Scalable search technology (e.g. ElasticSearch, Solr) | Handling large data sets and scaling their handling and storage | Using and working with open source solutions, COTS software products, Cloud-ready services and the Cloud community |	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		Communicating technical concepts to a non-technical audience |	
Cloud Backend Web Developer III	10	Experience using modern, open source software, and Cloud-ready services to prototype and deploy backend web applications, including all aspects of server-side processing, data storage, and integration with frontend development. Experience with one or more Cloud platforms (Azure, AWS, Google) and addressing the unique challenges of hybrid Cloud (on-premise and Cloud) development challenges | Primarily responsible for: | Web development using open-source web programming languages (e.g., Ruby, Python) and frameworks (e.g., Django, Rails) | Developing and consuming web-based, RESTful APIs | Using and working in team environments that use agile methodologies (e.g., Scrum, Lean) | Authoring developer-friendly documentation (e.g., API documentation, deployment operations) | Test-driven development | Use of version control systems, specifically Git and GitHub | Quickly researching and learning new programming tools and techniques | Relational and non-relational database systems | Scalable search technology (e.g. ElasticSearch, Solr) | Handling large data sets and scaling their handling and storage | Using and working with open source solutions, COTS software products, Cloud-ready services and the Cloud community | Communicating technical concepts to a non-technical audience |	Bachelor's
Cloud Business Analyst I	0	The Cloud Business Analyst is familiar with a range of digital/web services and solutions, ideally where open source and cloud technologies and agile development methodologies have been applied. An eye for detail, excellent communication skills, ability to rationalize complex information to make it understandable for others to work, and ability to interrogate reported information and challenge sources where inconsistencies are found. The Cloud Business Analyst possesses the technical understanding of Cloud-based delivery challenges and are skilled in adapting business requirements to meet the needs of a team performing development	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		of Cloud-based applications, services and enterprise infrastructure. | Primarily responsible for: | Support agencies by analyzing propositions and assessing decision-making factors such as strategic alignment, cost/benefit, and risk | Work closely with the Product Manager to define a Cloud-native product approach to meet the specified user need | Define skill requirements and map internal, agency, and external (partners/specialist contractors) resources | Work with the owning agency to ensure they have the budget to cover the proposed approach and resource requirements during delivery and analyze what provision they have for on going running costs | Analyze and map the risks of this Cloud-native product approach and propose mitigation solutions | Define how the predicted user and financial benefit can be realized, and how channel shift will be measured | Make a recommendation for action against the analysis done |	
Cloud Business Analyst II	6	The Cloud Business Analyst is familiar with a range of digital/web services and solutions, ideally where open source and cloud technologies and agile development methodologies have been applied. An eye for detail, excellent communication skills, ability to rationalize complex information to make it understandable for others to work, and ability to interrogate reported information and challenge sources where inconsistencies are found. The Cloud Business Analyst possesses the technical understanding of Cloud-based delivery challenges and are skilled in adapting business requirements to meet the needs of a team performing development of Cloud-based applications, services and enterprise infrastructure. | Primarily responsible for: | Support agencies by analyzing propositions and assessing decision-making factors such as strategic alignment, cost/benefit, and risk | Work closely with the Product Manager to define a Cloud-native product approach to meet the specified user need | Define skill requirements and map internal, agency, and external (partners/specialist contractors) resources | Work with the owning agency to ensure	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		they have the budget to cover the proposed approach and resource requirements during delivery and analyze what provision they have for on going running costs	Analyze and map the risks of this Cloud-native product approach and propose mitigation solutions	Define how the predicted user and financial benefit can be realized, and how channel shift will be measured	Make a recommendation for action against the analysis done		
Cloud Business Analyst III	15	The Cloud Business Analyst is familiar with a range of digital/web services and solutions, ideally where open source and cloud technologies and agile development methodologies have been applied. An eye for detail, excellent communication skills, ability to rationalize complex information to make it understandable for others to work, and ability to interrogate reported information and challenge sources where inconsistencies are found. The Cloud Business Analyst possesses the technical understanding of Cloud-based delivery challenges and are skilled in adapting business requirements to meet the needs of a team performing development of Cloud-based applications, services and enterprise infrastructure.	Primarily responsible for:	Support agencies by analyzing propositions and assessing decision-making factors such as strategic alignment, cost/benefit, and risk	Work closely with the Product Manager to define a Cloud-native product approach to meet the specified user need	Define skill requirements and map internal, agency, and external (partners/specialist contractors) resources	Work with the owning agency to ensure they have the budget to cover the proposed approach and resource requirements during delivery and analyze what provision they have for on going running costs	Analyze and map the risks of this Cloud-native product approach and propose mitigation solutions	Define how the predicted user and financial benefit can be realized, and how channel shift will be measured	Make a recommendation for action against the analysis done		Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Cloud Delivery Manager I	5	The Cloud Delivery Manager has experience setting up teams for successful delivery by removing obstacles (or blockers to progress), constantly helping the team to become more self-organizing, and enabling the work the team does rather than impose how it's done. | Manages one or more agile projects, typically to deliver a specific product or transformation via a multi-disciplinary, high-skilled digital team that is skilled in delivery of Cloud services, applications and infrastructure. Adept at delivering Cloud-native or Cloud-Hybrid complex digital projects, breaking down barriers to the team, and both planning at a higher level and getting into the detail to make things happen when needed. | Defines project needs and feeds these into the portfolio/program process to enable resources to be appropriately allocated. | Primarily responsible for: | Delivering projects and products using the appropriate agile project management methodology, learning & iterating frequently | Working with the Product Manager to define the roadmap for any given product and translating this into user stories | Leading the collaborative, dynamic planning process – prioritizing the work that needs to be done against the capacity and capability of the team | Matrix-managing a multi-disciplinary team | Ensuring all products are built to an appropriate level of quality for the stage (alpha/beta/production) | Actively and openly sharing knowledge of best practices |	Bachelor's
Cloud Delivery Manager II	10	The Cloud Delivery Manager has experience setting up teams for successful delivery by removing obstacles (or blockers to progress), constantly helping the team to become more self-organizing, and enabling the work the team does rather than impose how it's done. | Manages one or more agile projects, typically to deliver a specific product or transformation via a multi-disciplinary, high-skilled digital team that is skilled in delivery of Cloud services, applications and infrastructure. Adept at delivering Cloud-native or Cloud-Hybrid complex digital projects, breaking down barriers to the team, and both planning at a higher level and	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		getting into the detail to make things happen when needed. | Defines project needs and feeds these into the portfolio/program process to enable resources to be appropriately allocated. | Primarily responsible for: | Delivering projects and products using the appropriate agile project management methodology, learning & iterating frequently | Working with the Product Manager to define the roadmap for any given product and translating this into user stories | Leading the collaborative, dynamic planning process – prioritizing the work that needs to be done against the capacity and capability of the team | Matrix-managing a multi-disciplinary team | Ensuring all products are built to an appropriate level of quality for the stage (alpha/beta/production) | Actively and openly sharing knowledge of best practices |	
Cloud Delivery Manager III	15	The Cloud Delivery Manager has experience setting up teams for successful delivery by removing obstacles (or blockers to progress), constantly helping the team to become more self-organizing, and enabling the work the team does rather than impose how it's done. | Manages one or more agile projects, typically to deliver a specific product or transformation via a multi-disciplinary, high-skilled digital team that is skilled in delivery of Cloud services, applications and infrastructure. Adept at delivering Cloud-native or Cloud-Hybrid complex digital projects, breaking down barriers to the team, and both planning at a higher level and getting into the detail to make things happen when needed. | Defines project needs and feeds these into the portfolio/program process to enable resources to be appropriately allocated. | Primarily responsible for: | Delivering projects and products using the appropriate agile project management methodology, learning & iterating frequently | Working with the Product Manager to define the roadmap for any given product and translating this into user stories | Leading the collaborative, dynamic planning process – prioritizing the work that needs to be done against the capacity and capability of the team | Matrix-managing a multi-	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		disciplinary team	Ensuring all products are built to an appropriate level of quality for the stage (alpha/beta/production)	Actively and openly sharing knowledge of best practices		
Cloud DevOps Engineer I	3	Experience serving as the engineer of complex technology implementations in a product-centric Cloud or hybrid-Cloud environment. Comfortable with bridging the gap between legacy development or operations teams and working toward a shared culture and vision. Works tirelessly to arm developers with the best tools and ensuring system uptime and performance.	Primarily responsible for:	Deploying and configuring services using infrastructure as a service providers (e.g., Amazon Web Services, Microsoft Azure, Google Compute Engine, RackSpace/OpenStack)	Configuring and managing Cloud-based servers to serve a dynamic website	Debugging cluster-based computing architectures	Using scripting or basic programming skills to solve problems	Installation and management of open source monitoring tools	Configuration management tools (e.g., Puppet, Chef, Ansible, Salt)	Architecture for continuous integration and deployment, and continuous monitoring	Containerization technologies (e.g., LXC, Docker, Rocket)		Bachelor's
Cloud DevOps Engineer II	5	Experience serving as the engineer of complex technology implementations in a product-centric Cloud or hybrid-Cloud environment. Comfortable with bridging the gap between legacy development or operations teams and working toward a shared culture and vision. Works tirelessly to arm developers with the best tools and ensuring system uptime and performance.	Primarily responsible for:	Deploying and configuring services using infrastructure as a service providers (e.g., Amazon Web Services, Microsoft Azure, Google Compute Engine, RackSpace/OpenStack)	Configuring and managing Cloud-based servers to serve a dynamic website	Debugging cluster-based computing architectures	Using scripting or basic programming skills to solve problems	Installation and management of open source monitoring tools		Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		Configuration management tools (e.g., Puppet, Chef, Ansible, Salt) | Architecture for continuous integration and deployment, and continuous monitoring | Containerization technologies (e.g., LXC, Docker, Rocket) |	
Cloud DevOps Engineer III	7	Experience serving as the engineer of complex technology implementations in a product-centric Cloud or hybrid-Cloud environment. Comfortable with bridging the gap between legacy development or operations teams and working toward a shared culture and vision. Works tirelessly to arm developers with the best tools and ensuring system uptime and performance. | Primarily responsible for: | Deploying and configuring services using infrastructure as a service providers (e.g., Amazon Web Services, Microsoft Azure, Google Compute Engine, RackSpace/OpenStack) | Configuring and managing Cloud-based servers to serve a dynamic website | Debugging cluster-based computing architectures | Using scripting or basic programming skills to solve problems | Installation and management of open source monitoring tools | Configuration management tools (e.g., Puppet, Chef, Ansible, Salt) | Architecture for continuous integration and deployment, and continuous monitoring | Containerization technologies (e.g., LXC, Docker, Rocket) |	Bachelor's
Cloud Digital Performance Analyst I	3	Experience specifying, collecting, and presenting key performance data and analysis for a given digital service(s) which have been developed and deployed in the Cloud (AWS, Google or Azure) as well as on-premise/on-Cloud hybrid solutions. Supports Product Managers by generating new and useful information and translating it into actions that will allow them to iteratively improve their service for users. Possesses analytical and problem-solving skills necessary for quickly developing recommendations based on the quantitative and qualitative evidence gathered via web analytics, financial data, and user feedback. Confident in explaining technical concepts to senior officials with limited technological background. And comfortable working with data, from gathering and	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		analysis through to design and presentation. | Primarily responsible for: | Support the Product Manager to make sure their service meets performance requirements | Communicate service performance against key indicators to internal and external stakeholders | Ensure high-quality analysis of agency transaction data | Support the procurement of the necessary digital platforms to support automated and real-time collection and presentation of data | Share examples of best practice in digital performance management across government | Identify delivery obstacles to improving transactional performance in agencies and working with teams to overcome those obstacles |	
Cloud Digital Performance Analyst II	5	Experience specifying, collecting, and presenting key performance data and analysis for a given digital service(s) which have been developed and deployed in the Cloud (AWS, Google or Azure) as well as on-premise/on-Cloud hybrid solutions. Supports Product Managers by generating new and useful information and translating it into actions that will allow them to iteratively improve their service for users. Possesses analytical and problem-solving skills necessary for quickly developing recommendations based on the quantitative and qualitative evidence gathered via web analytics, financial data, and user feedback. Confident in explaining technical concepts to senior officials with limited technological background. And comfortable working with data, from gathering and analysis through to design and presentation. | Primarily responsible for: | Support the Product Manager to make sure their service meets performance requirements | Communicate service performance against key indicators to internal and external stakeholders | Ensure high-quality analysis of agency transaction data | Support the procurement of the necessary digital platforms to support automated and real-time collection and presentation of data | Share examples of best practice in digital performance management across government | Identify delivery obstacles to	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		improving transactional performance in agencies and working with teams to overcome those obstacles |	
Cloud Digital Performance Analyst III	8	Experience specifying, collecting, and presenting key performance data and analysis for a given digital service(s) which have been developed and deployed in the Cloud (AWS, Google or Azure) as well as on-premise/on-Cloud hybrid solutions. Supports Product Managers by generating new and useful information and translating it into actions that will allow them to iteratively improve their service for users. Possesses analytical and problem-solving skills necessary for quickly developing recommendations based on the quantitative and qualitative evidence gathered via web analytics, financial data, and user feedback. Confident in explaining technical concepts to senior officials with limited technological background. And comfortable working with data, from gathering and analysis through to design and presentation. | Primarily responsible for: | Support the Product Manager to make sure their service meets performance requirements | Communicate service performance against key indicators to internal and external stakeholders | Ensure high-quality analysis of agency transaction data | Support the procurement of the necessary digital platforms to support automated and real-time collection and presentation of data | Share examples of best practice in digital performance management across government | Identify delivery obstacles to improving transactional performance in agencies and working with teams to overcome those obstacles |	Bachelor's
Cloud Frontend Web Developer I	3	The Cloud Frontend Developer has experience using modern, open source software, and Cloud-ready services to prototype and deploy front-end web applications. Experience with one or more Cloud platforms (Azure, AWS, Google) and addressing the unique challenges of hybrid Cloud (on-premise and Cloud) development challenges. Experience using modern, frontend web development tools, techniques, and methods for the	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		creation and deployment of user-facing interfaces. Is comfortable working in an agile and lean environment to routinely deploy changes. | Primarily responsible for: | Frontend web development using modern techniques and frameworks (e.g., HTML5, CSS3, CSS frameworks like LESS and SASS, Responsive Design, Bourbon, Twitter Bootstrap) | JavaScript development using modern standards, including strict mode compliance, modularization techniques and tools, and frameworks and libraries (e.g., jQuery, MV* frameworks such as Backbone.js and Ember.js, D3) | Consuming RESTful APIs | Using and working in team environments that use agile methodologies (e.g., Scrum, Lean) | Use of version control systems, specifically Git and GitHub | Ensuring Section 508 Compliance | Quickly researching and learning new programming tools and techniques | Using and working with open source solutions and community | Creating web layouts from static images | Creating views and templates in full-stack frameworks like Rails, Express, or Django |	
Cloud Frontend Web Developer II	7	The Cloud Frontend Developer has experience using modern, open source software, and Cloud-ready services to prototype and deploy front-end web applications. Experience with one or more Cloud platforms (Azure, AWS, Google) and addressing the unique challenges of hybrid Cloud (on-premise and Cloud) development challenges. Experience using modern, frontend web development tools, techniques, and methods for the creation and deployment of user-facing interfaces. Is comfortable working in an agile and lean environment to routinely deploy changes. | Primarily responsible for: | Frontend web development using modern techniques and frameworks (e.g., HTML5, CSS3, CSS frameworks like LESS and SASS, Responsive Design, Bourbon, Twitter Bootstrap) | JavaScript development using modern standards, including strict mode compliance, modularization techniques and tools, and frameworks and libraries (e.g.,	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		jQuery, MV* frameworks such as Backbone.js and Ember.js, D3) | Consuming RESTful APIs | Using and working in team environments that use agile methodologies (e.g., Scrum, Lean) | Use of version control systems, specifically Git and GitHub | Ensuring Section 508 Compliance | Quickly researching and learning new programming tools and techniques | Using and working with open source solutions and community | Creating web layouts from static images | Creating views and templates in full-stack frameworks like Rails, Express, or Django |	
Cloud Frontend Web Developer III	10	The Cloud Frontend Developer has experience using modern, open source software, and Cloud-ready services to prototype and deploy front-end web applications. Experience with one or more Cloud platforms (Azure, AWS, Google) and addressing the unique challenges of hybrid Cloud (on-premise and Cloud) development challenges. Experience using modern, frontend web development tools, techniques, and methods for the creation and deployment of user-facing interfaces. Is comfortable working in an agile and lean environment to routinely deploy changes. | Primarily responsible for: | Frontend web development using modern techniques and frameworks (e.g., HTML5, CSS3, CSS frameworks like LESS and SASS, Responsive Design, Bourbon, Twitter Bootstrap) | JavaScript development using modern standards, including strict mode compliance, modularization techniques and tools, and frameworks and libraries (e.g., jQuery, MV* frameworks such as Backbone.js and Ember.js, D3) | Consuming RESTful APIs | Using and working in team environments that use agile methodologies (e.g., Scrum, Lean) | Use of version control systems, specifically Git and GitHub | Ensuring Section 508 Compliance | Quickly researching and learning new programming tools and techniques | Using and working with open source solutions and community | Creating web layouts from static images | Creating views and	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		templates in full-stack frameworks like Rails, Express, or Django		
Cloud Product Manager I	5	The Cloud Product Manager has experience managing the delivery, ongoing success, and continuous improvement of one or more Cloud-based digital products, enterprise Cloud platforms/infrastructure or services. The Cloud Product Manager is skilled at adapting legacy products for deployment in the Cloud (AWS, Azure or Google) and possess the technical understanding of limitations of the Cloud or Hybrid-Cloud solutions. | Primarily responsible for: | Lead one or more multi-disciplinary agile delivery teams to deliver excellent new Cloud-native products and/or iterations to existing products to meet user needs | Gather user requirements based on a communicable understanding of diverse audience groups | Define and get stakeholder buy-in for product definition and delivery approach | Create effective, prioritized product descriptions, and Cloud delivery plans to meet user needs in a cost-effective way | Interpret user research in order to make the correct product decisions, noting that users do not always know what they want | Continually keep abreast of changes to user habits, preferences, and behaviors across various Cloud-based digital platforms and their implications for successful delivery of government digital services | Underpin the delivery and iteration of digital services through effective analysis of qualitative and quantitative user data | Communicate credibly with a wide range of digital delivery disciplines and talent |	Bachelor's
Cloud Product Manager II	10	The Cloud Product Manager has experience managing the delivery, ongoing success, and continuous improvement of one or more Cloud-based digital products, enterprise Cloud platforms/infrastructure or services. The Cloud Product Manager is skilled at adapting legacy products for deployment in the Cloud (AWS, Azure or Google) and possess the technical understanding of limitations of the Cloud or Hybrid-Cloud solutions. | Primarily responsible for: | Lead one or more multi-disciplinary agile delivery teams to	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		deliver excellent new Cloud-native products and/or iterations to existing products to meet user needs | Gather user requirements based on a communicable understanding of diverse audience groups | Define and get stakeholder buy-in for product definition and delivery approach | Create effective, prioritized product descriptions, and Cloud delivery plans to meet user needs in a cost-effective way | Interpret user research in order to make the correct product decisions, noting that users do not always know what they want | Continually keep abreast of changes to user habits, preferences, and behaviors across various Cloud-based digital platforms and their implications for successful delivery of government digital services | Underpin the delivery and iteration of digital services through effective analysis of qualitative and quantitative user data | Communicate credibly with a wide range of digital delivery disciplines and talent |	
Cloud Product Manager III	15	The Cloud Product Manager has experience managing the delivery, ongoing success, and continuous improvement of one or more Cloud-based digital products, enterprise Cloud platforms/infrastructure or services. The Cloud Product Manager is skilled at adapting legacy products for deployment in the Cloud (AWS, Azure or Google) and possess the technical understanding of limitations of the Cloud or Hybrid-Cloud solutions. | Primarily responsible for: | Lead one or more multi-disciplinary agile delivery teams to deliver excellent new Cloud-native products and/or iterations to existing products to meet user needs | Gather user requirements based on a communicable understanding of diverse audience groups | Define and get stakeholder buy-in for product definition and delivery approach | Create effective, prioritized product descriptions, and Cloud delivery plans to meet user needs in a cost-effective way | Interpret user research in order to make the correct product decisions, noting that users do not always know what they want | Continually keep abreast of changes to user habits, preferences, and behaviors across various Cloud-based digital platforms and	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		their implications for successful delivery of government digital services	Underpin the delivery and iteration of digital services through effective analysis of qualitative and quantitative user data	Communicate credibly with a wide range of digital delivery disciplines and talent		
Cloud Security Engineer I	0	The Cloud Security Engineer provides technical and programmatic Information Assurance Services to internal and external customers in support of network and information security systems of Cloud or Hybrid Cloud applications, services and infrastructure. The Cloud Security Engineer possesses the unique understanding of security vulnerabilities typical in Cloud and Cloud-native applications, services and infrastructure and communicates with DevSecOps teams to ensure architectures and code address security concerns. Designs, develops and implements security requirements within an organization's business processes and an agency's Cloud and Hybrid-Cloud security policies. Prepares documentation from information obtained from customer using accepted guidelines such as DITSCAP (DoD Information Technology Security Certification and Accreditation Process). Prepares Security Test and Evaluation plans. Provides certification and accreditation support in the development of security and contingency plans and conducts complex risk and vulnerability assessments. Analyzes policies and procedures against Federal laws and regulations and provides recommendations for closing gaps. Develops and completes system security plans and contingency plans. Recommends system enhancements to improve security deficiencies. Develops, tests and integrates computer and network security tools. Secures system configurations and installs security tools, scans systems in order to determine compliancy and report results and evaluates products and various aspects of system administration. Conducts security program audits and develops solutions to	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		lessen identified risks. Develops strategies to comply with privacy, risk management, and e-authentication requirements. Provides information assurance support for the development and implementation of security architectures to meet new and evolving security requirements. Evaluates, develops and enhances security requirements, policy and tools. Provides assistance in system incident investigations. Performs vulnerability assessments including development of risk mitigation strategies. Requires a Bachelors degree and eight to ten years of related experience performing a wide variety of information assurance and information systems security engineering duties, to include the certification and accreditation of information systems using DIACAP (formerly DITSCAP), NIACAP, NIST SP 800-37, and/or DCID 6/3 frameworks.	
Cloud Security Engineer II	5	The Cloud Security Engineer provides technical and programmatic Information Assurance Services to internal and external customers in support of network and information security systems of Cloud or Hybrid Cloud applications, services and infrastructure. The Cloud Security Engineer possesses the unique understanding of security vulnerabilities typical in Cloud and Cloud-native applications, services and infrastructure and communicates with DevSecOps teams to ensure architectures and code address security concerns. Designs, develops and implements security requirements within an organization's business processes and an agency's Cloud and Hybrid-Cloud security policies. Prepares documentation from information obtained from customer using accepted guidelines such as DITSCAP (DoD Information Technology Security Certification and Accreditation Process). Prepares Security Test and Evaluation plans. Provides certification and accreditation support in the development of security and contingency plans and conducts complex risk and vulnerability assessments. Analyzes policies and procedures against Federal laws and regulations and provides recommendations for	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		closing gaps. Develops and completes system security plans and contingency plans. Recommends system enhancements to improve security deficiencies. Develops, tests and integrates computer and network security tools. Secures system configurations and installs security tools, scans systems in order to determine compliancy and report results and evaluates products and various aspects of system administration. Conducts security program audits and develops solutions to lessen identified risks. Develops strategies to comply with privacy, risk management, and e-authentication requirements. Provides information assurance support for the development and implementation of security architectures to meet new and evolving security requirements. Evaluates, develops and enhances security requirements, policy and tools. Provides assistance in system incident investigations. Performs vulnerability assessments including development of risk mitigation strategies. Requires a Bachelors degree and eight to ten years of related experience performing a wide variety of information assurance and information systems security engineering duties, to include the certification and accreditation of information systems using DIACAP (formerly DITSCAP), NIACAP, NIST SP 800-37, and/or DCID 6/3 frameworks.	
Cloud Security Engineer III	8	The Cloud Security Engineer provides technical and programmatic Information Assurance Services to internal and external customers in support of network and information security systems of Cloud or Hybrid Cloud applications, services and infrastructure. The Cloud Security Engineer possesses the unique understanding of security vulnerabilities typical in Cloud and Cloud-native applications, services and infrastructure and communicates with DevSecOps teams to ensure architectures and code address security concerns. Designs, develops and implements security requirements within an organization's business processes and an agency's Cloud and Hybrid-Cloud security policies. Prepares documentation from	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		information obtained from customer using accepted guidelines such as DITSCAP (DoD Information Technology Security Certification and Accreditation Process). Prepares Security Test and Evaluation plans. Provides certification and accreditation support in the development of security and contingency plans and conducts complex risk and vulnerability assessments. Analyzes policies and procedures against Federal laws and regulations and provides recommendations for closing gaps. Develops and completes system security plans and contingency plans. Recommends system enhancements to improve security deficiencies. Develops, tests and integrates computer and network security tools. Secures system configurations and installs security tools, scans systems in order to determine compliancy and report results and evaluates products and various aspects of system administration. Conducts security program audits and develops solutions to lessen identified risks. Develops strategies to comply with privacy, risk management, and e-authentication requirements. Provides information assurance support for the development and implementation of security architectures to meet new and evolving security requirements. Evaluates, develops and enhances security requirements, policy and tools. Provides assistance in system incident investigations. Performs vulnerability assessments including development of risk mitigation strategies. Requires a Bachelors degree and eight to ten years of related experience performing a wide variety of information assurance and information systems security engineering duties, to include the certification and accreditation of information systems using DIACAP (formerly DITSCAP), NIACAP, NIST SP 800-37, and/or DCID 6/3 frameworks. CISSP is required.	

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Cloud Technical Architect I	8	Experience serving as the Architect of Cloud or Hybrid Cloud complex technology implementations, with an eye toward constant reengineering and refactoring to ensure the simplest and most elegant system possible to accomplish the desired need. | Understands how to maximally leverage the Cloud-native services, Cloud COTS and the open source community to deploy systems on Cloud-based infrastructure-as-a-service providers. Comfortable with liberally sharing knowledge across a multi-disciplinary team and working within agile methodologies. A full partner in the determination of vision, objectives, and success criteria. | Primarily responsible for: | Architecting the overall system, by using prototyping and proof of concepts in the Cloud or Hybrid-Cloud, which may include one or more of the following as instantiated in a Cloud or Hybrid Cloud enclave: | modern programming languages (e.g., Ruby, Python, Node.js) and web frameworks (e.g., Django, Rails) | modern front-end web programming techniques (e.g., HTML5, CSS3, RESTful APIs) and frameworks (e.g., Twitter Bootstrap, jQuery) | relational databases (e.g., PostgreSQL), and "NoSQL" databases (e.g., Cassandra, MongoDB) | automated configuration management (e.g., Chef, Puppet, Ansible, Salt), continuous integration/deployment, and continuous monitoring solutions | Use of version control systems, specifically Git and GitHub | Ensuring strategic alignment of technical design and architecture to meet business growth and direction, and stay on top of emerging technologies | Decomposing business and system architecture to support clean-interface multi-team development | Developing product roadmaps, backlogs, and measurable success criteria, and writing user stories (i.e., can establish a path to delivery for breaking down stories) | Clearly communicates and works with stakeholders at every level |	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Cloud Technical Architect II	15	Experience serving as the Architect of Cloud or Hybrid Cloud complex technology implementations, with an eye toward constant reengineering and refactoring to ensure the simplest and most elegant system possible to accomplish the desired need. | Understands how to maximally leverage the Cloud-native services, Cloud COTS and the open source community to deploy systems on Cloud-based infrastructure-as-a-service providers. Comfortable with liberally sharing knowledge across a multi-disciplinary team and working within agile methodologies. A full partner in the determination of vision, objectives, and success criteria. | Primarily responsible for: | Architecting the overall system, by using prototyping and proof of concepts in the Cloud or Hybrid-Cloud, which may include one or more of the following as instantiated in a Cloud or Hybrid Cloud enclave: | modern programming languages (e.g., Ruby, Python, Node.js) and web frameworks (e.g., Django, Rails) | modern front-end web programming techniques (e.g., HTML5, CSS3, RESTful APIs) and frameworks (e.g., Twitter Bootstrap, jQuery) | relational databases (e.g., PostgreSQL), and "NoSQL" databases (e.g., Cassandra, MongoDB) | automated configuration management (e.g., Chef, Puppet, Ansible, Salt), continuous integration/deployment, and continuous monitoring solutions | Use of version control systems, specifically Git and GitHub | Ensuring strategic alignment of technical design and architecture to meet business growth and direction, and stay on top of emerging technologies | Decomposing business and system architecture to support clean-interface multi-team development | Developing product roadmaps, backlogs, and measurable success criteria, and writing user stories (i.e., can establish a path to delivery for breaking down stories) | Clearly communicates and works with stakeholders at every level |	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
Cloud Visual Designer I	3	The Visual Designer starts with a deep understanding of the goals of customers and the business so that they can create experiences that delight. The Visual Designer is well-versed in all aspects of rendering an engaging user interface that has been tuned for Cloud or Hybrid Cloud consumption, meets current visual design standards and trends and will be responsible for managing project design reviews, resource planning, and execution for all project work related to visual design.The Visual Designer is skilled at designing visual products for deployment in the Cloud (AWS, Azure or Google) and possess the technical understanding of limitations of the Cloud or Hybrid-Cloud solutions with respect to user interface performance. | Primarily responsible for: | Oversees all visual design efforts | Guides, mentors, and coaches team members while leading projects to successful completion | Develops and maintains relationships with key peers in Marketing, Branding, UX leaders, IT leaders, and others to identify and plan creative solutions | Manages external service resources and budgets for visual design | Ensures successful completion of all work executed by the team (on time, on budget, and ensuring quality) | Ensures compliance with the project management methodologies and the Project Management Office processes and standards | Develops, maintains, and ensures compliance of application release management, outage management and change control processes and standards | Defines, creates, communicates, and manages resource plans and other required project documentation such as style guides and provides updates as necessary |	Bachelor's
Cloud Visual Designer II	7	The Visual Designer starts with a deep understanding of the goals of customers and the business so that they can create experiences that delight. The Visual Designer is well-versed in all aspects of rendering an engaging user interface that has been tuned for Cloud or Hybrid Cloud consumption, meets current visual design standards and trends and will be responsible for managing	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		project design reviews, resource planning, and execution for all project work related to visual design.The Visual Designer is skilled at designing visual products for deployment in the Cloud (AWS, Azure or Google) and possess the technical understanding of limitations of the Cloud or Hybrid-Cloud solutions with respect to user interface performance. | Primarily responsible for: | Oversees all visual design efforts | Guides, mentors, and coaches team members while leading projects to successful completion | Develops and maintains relationships with key peers in Marketing, Branding, UX leaders, IT leaders, and others to identify and plan creative solutions | Manages external service resources and budgets for visual design | Ensures successful completion of all work executed by the team (on time, on budget, and ensuring quality) | Ensures compliance with the project management methodologies and the Project Management Office processes and standards | Develops, maintains, and ensures compliance of application release management, outage management and change control processes and standards | Defines, creates, communicates, and manages resource plans and other required project documentation such as style guides and provides updates as necessary |	
Cloud Visual Designer III	10	The Visual Designer starts with a deep understanding of the goals of customers and the business so that they can create experiences that delight. The Visual Designer is well-versed in all aspects of rendering an engaging user interface that has been tuned for Cloud or Hybrid Cloud consumption, meets current visual design standards and trends and will be responsible for managing project design reviews, resource planning, and execution for all project work related to visual design.The Visual Designer is skilled at designing visual products for deployment in the Cloud (AWS, Azure or Google) and possess the technical understanding of limitations of the Cloud or Hybrid-Cloud solutions with respect to user interface performance. | Primarily responsible for: |	Bachelor's

Job Title	Minimum Years of Experience	Functional Responsibility	Minimum Education
		Oversees all visual design efforts | Guides, mentors, and coaches team members while leading projects to successful completion | Develops and maintains relationships with key peers in Marketing, Branding, UX leaders, IT leaders, and others to identify and plan creative solutions | Manages external service resources and budgets for visual design | Ensures successful completion of all work executed by the team (on time, on budget, and ensuring quality) | Ensures compliance with the project management methodologies and the Project Management Office processes and standards | Develops, maintains, and ensures compliance of application release management, outage management and change control processes and standards | Defines, creates, communicates, and manages resource plans and other required project documentation such as style guides and provides updates as necessary |	

Substitution: To add flexibility and to assist in aligning resources proposed for future requirements, education, and experience may be substituted for each other. Each year of education may be substituted for 9 months of relevant experience. Similarly, 9 months of experience may be substituted for each year of education. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

541370GEO GSA PRICE LIST

SIN	Labor Category	Year 6 GSA PRICE + IFF	Year 7 GSA PRICE + IFF	Year 8 GSA PRICE + IFF	Year 9 GSA PRICE + IFF	Year 10 GSA PRICE + IFF
541370GEO	Geospatial Program Manager	$183.44	$189.50	$195.75	$202.21	$208.88
541370GEO	Geospatial Project Manager	$172.49	$178.19	$184.07	$190.14	$196.41
541370GEO	Geospatial Project Engineer	$152.73	$157.77	$162.98	$168.36	$173.91
541370GEO	Geospatial Senior Engineer	$126.24	$130.41	$134.71	$139.15	$143.75
541370GEO	Geospatial Engineering Specialist	$129.89	$134.18	$138.61	$143.18	$147.91
541370GEO	Geospatial Technical Staff	$122.91	$126.97	$131.16	$135.49	$139.96
541370GEO	Geospatial Data Analyst I	$71.84	$74.21	$76.66	$79.19	$81.80
541370GEO	Geospatial Data Analyst II	$80.07	$82.71	$85.44	$88.26	$91.17
541370GEO	Geospatial Data Analyst III	$87.73	$90.62	$93.61	$96.70	$99.89
541370GEO	Geospatial RF Technician I	$48.84	$50.45	$52.12	$53.84	$55.61
541370GEO	Geospatial RF Technician II	$68.95	$71.23	$73.58	$76.01	$78.52
541370GEO	Geospatial RF Technician III	$81.41	$84.09	$86.87	$89.73	$92.70
541370GEO	Geospatial Technical Writer II	$61.15	$63.17	$65.25	$67.41	$69.63

54151 GSA PRICE LIST

SIN	Labor Category	Year 6 GSA PRICE + IFF	Year 7 GSA PRICE + IFF	Year 8 GSA PRICE + IFF	Year 9 GSA PRICE + IFF	Year 10 GSA PRICE + IFF
54151	Software Analyst Jr.	$55.81	$57.66	$59.56	$61.52	$63.55
54151	Software Business Analyst	$86.26	$89.10	$92.04	$95.08	$98.22
54151	Software Business Analyst Sr.	$146.13	$150.95	$155.93	$161.08	$166.39
54151	Software Database Specialist	$115.11	$118.91	$122.83	$126.88	$131.07
54151	Software Developer	$172.94	$178.65	$184.54	$190.63	$196.92
54151	Software Functional Analyst	$95.39	$98.54	$101.79	$105.15	$108.62
54151	Software Functional Analyst Sr.	$124.90	$129.02	$133.28	$137.67	$142.22
54151	Software Program Manager	$186.72	$192.88	$199.25	$205.82	$212.61
54151	Software Project Manager	$127.15	$131.35	$135.68	$140.16	$144.79
54151	Software Solutions Architect	$138.01	$142.57	$147.27	$152.13	$157.15
54151	Software Subject Matter Expert	$142.07	$146.76	$151.60	$156.60	$161.77
54151	Software Systems Administrator	$71.04	$73.38	$75.80	$78.30	$80.89
54151	Software Systems Architect	$85.24	$88.06	$90.96	$93.96	$97.06
54151	Software Systems Engineer	$61.90	$63.94	$66.05	$68.23	$70.49
54151	Software Systems Engineer Sr.	$131.92	$136.28	$140.77	$145.42	$150.22
54151	Software Technical Writer	$65.96	$68.14	$70.39	$72.71	$75.11

54151HEAL GSA PRICE LIST

SIN	Labor Category	Year 6 GSA PRICE + IFF	Year 7 GSA PRICE + IFF	Year 8 GSA PRICE + IFF	Year 9 GSA PRICE + IFF	Year 10 GSA PRICE + IFF
54151HEAL	Health Systems Business Analyst II	$100.85	$104.18	$107.62	$111.17	$114.84
54151HEAL	Health Systems Business Analyst III	$121.40	$125.41	$129.55	$133.82	$138.24
54151HEAL	Health Database Analyst/Reports Generator V	$151.53	$156.53	$161.69	$167.03	$172.54
54151HEAL	Health Enterprise Architect IV	$217.17	$224.33	$231.74	$239.38	$247.28
54151HEAL	Health IT Security Analyst/Engineer V	$216.03	$223.15	$230.52	$238.13	$245.98
54151HEAL	Health Project Manager II	$133.70	$138.11	$142.67	$147.37	$152.24
54151HEAL	Health Quality Assurance Specialist I	$86.15	$89.00	$91.93	$94.97	$98.10
54151HEAL	Health Quality Assurance Specialist II	$98.21	$101.46	$104.80	$108.26	$111.83
54151HEAL	Health Quality Assurance Specialist IV	$141.43	$146.09	$150.91	$155.89	$161.04
54151HEAL	Health Software Engineer I	$81.27	$83.95	$86.72	$89.58	$92.54
54151HEAL	Health Software Engineer III	$142.50	$147.20	$152.06	$157.08	$162.26
54151HEAL	Health Solution Architect I	$144.45	$149.21	$154.14	$159.22	$164.48
54151HEAL	Health System Administrator I	$75.25	$77.73	$80.30	$82.95	$85.68
54151HEAL	Health System Administrator II	$95.90	$99.06	$102.33	$105.71	$109.20
54151HEAL	Health Technical Lead II	$136.79	$141.31	$145.97	$150.79	$155.76
54151HEAL	Health Program/Technical SME V	$387.09	$399.87	$413.06	$426.69	$440.78
54151HEAL	Health Database Analyst/Reports Generator III	$121.03	$125.03	$129.15	$133.42	$137.82
54151HEAL	Health Test Engineer II	$90.51	$93.49	$96.58	$99.77	$103.06
54151HEAL	Health Software Engineer II	$129.94	$134.22	$138.65	$143.23	$147.96
54151HEAL	Health Software Engineer IV	$163.62	$169.02	$174.60	$180.36	$186.31
54151HEAL	Health Software Engineer V	$181.86	$187.86	$194.06	$200.47	$207.08
54151HEAL	Health Solutions Architect III	$188.63	$194.86	$201.29	$207.93	$214.79
54151HEAL	Health Program/Technical SME III	$209.54	$216.45	$223.59	$230.97	$238.59

54151S GSA PRICE LIST

SIN	Labor Category	Year 6 GSA PRICE + IFF	Year 7 GSA PRICE + IFF	Year 8 GSA PRICE + IFF	Year 9 GSA PRICE + IFF	Year 10 GSA PRICE + IFF
54151S	Business Systems Analyst II	$100.85	$104.18	$107.62	$111.17	$114.84
54151S	Business Systems Analyst III	$121.40	$125.41	$129.54	$133.82	$138.24
54151S	Database Analyst/ Reports Developer V	$151.52	$156.52	$161.69	$167.03	$172.54
54151S	Enterprise Architect IV	$217.17	$224.34	$231.74	$239.39	$247.29
54151S	IT Security Analyst/Engineer V	$216.02	$223.15	$230.52	$238.12	$245.98
54151S	Project Manager II	$133.71	$138.12	$142.68	$147.38	$152.25
54151S	Quality Assurance Specialist I	$86.16	$89.00	$91.94	$94.97	$98.10
54151S	Quality Assurance Specialist II	$98.22	$101.46	$104.81	$108.27	$111.84
54151S	Quality Assurance Specialist IV	$141.42	$146.09	$150.91	$155.89	$161.04
54151S	Software Engineer I	$81.27	$83.95	$86.72	$89.58	$92.54
54151S	Software Engineer III	$142.50	$147.20	$152.06	$157.08	$162.26
54151S	Solution Architect I	$144.44	$149.21	$154.13	$159.22	$164.47
54151S	System Administrator I	$75.25	$77.73	$80.30	$82.95	$85.68
54151S	System Administrator II	$95.90	$99.06	$102.33	$105.71	$109.20
54151S	Technical Lead II	$136.79	$141.30	$145.97	$150.78	$155.76
54151S	Program/Technical SME V	$387.10	$399.87	$413.07	$426.70	$440.78
54151S	Database Analyst/ Reports Developer III	$121.04	$125.03	$129.16	$133.42	$137.83
54151S	Test Engineer II	$90.50	$93.49	$96.57	$99.76	$103.05
54151S	Software Engineer II	$129.94	$134.23	$138.66	$143.23	$147.96
54151S	Software Engineer IV	$163.62	$169.02	$174.60	$180.36	$186.31
54151S	Software Engineer V	$181.86	$187.86	$194.06	$200.46	$207.08
54151S	Solutions Architect III	$188.64	$194.86	$201.29	$207.94	$214.80
54151S	Program/Technical SME III	$209.53	$216.45	$223.59	$230.97	$238.59

SIN	Labor Category	Year 6 GSA PRICE + IFF	Year 7 GSA PRICE + IFF	Year 8 GSA PRICE + IFF	Year 9 GSA PRICE + IFF	Year 10 GSA PRICE + IFF
518210C	Cloud Analyst Jr.	$54.03	$55.81	$57.66	$59.56	$61.52
518210C	Cloud Business Analyst	$83.50	$86.26	$89.10	$92.04	$95.08
518210C	Cloud Business Analyst Sr.	$141.46	$146.13	$150.95	$155.93	$161.08
518210C	Cloud Database Specialist	$111.43	$115.11	$118.91	$122.83	$126.88
518210C	Cloud Developer	$167.42	$172.94	$178.65	$184.54	$190.63
518210C	Cloud Functional Analyst	$92.34	$95.39	$98.54	$101.79	$105.15
518210C	Cloud Functional Analyst Sr.	$125.74	$129.89	$134.18	$138.61	$143.18
518210C	Cloud Program Manager	$180.76	$186.72	$192.88	$199.25	$205.82
518210C	Cloud Project Manager	$123.09	$127.15	$131.35	$135.68	$140.16
518210C	Cloud Solutions Architect	$133.60	$138.01	$142.57	$147.27	$152.13
518210C	Cloud Subject Matter Expert	$137.53	$142.07	$146.76	$151.60	$156.60
518210C	Cloud Systems Administrator	$68.77	$71.04	$73.38	$75.80	$78.30
518210C	Cloud Systems Architect	$82.52	$85.24	$88.06	$90.96	$93.96
518210C	Cloud Systems Engineer	$59.92	$61.90	$63.94	$66.05	$68.23
518210C	Cloud Systems Engineer Sr.	$127.71	$131.92	$136.28	$140.77	$145.42
518210C	Cloud Technical Writer	$63.85	$65.96	$68.14	$70.39	$72.71

SIN	Labor Category	Year 6	Year 7	Year 8	Year 9	Year 10
518210C	Cloud Agile Coach I				$103.86	$107.28
518210C	Cloud Agile Coach II				$152.18	$157.20
518210C	Cloud Agile Coach III				$183.02	$189.06
518210C	Cloud Backend Web Developer I				$103.86	$107.28
518210C	Cloud Backend Web Developer II				$167.12	$172.63
518210C	Cloud Backend Web Developer III				$204.03	$210.76
518210C	Cloud Business Analyst I				$77.12	$79.67
518210C	Cloud Business Analyst II				$131.86	$136.21
518210C	Cloud Business Analyst III				$167.12	$172.63
518210C	Cloud Delivery Manager I				$151.59	$156.58
518210C	Cloud Delivery Manager II				$174.33	$180.08
518210C	Cloud Delivery Manager III				$191.76	$198.09
518210C	Cloud DevOps Engineer I				$107.95	$111.52
518210C	Cloud DevOps Engineer II				$121.29	$125.29
518210C	Cloud DevOps Engineer III				$165.80	$171.27
518210C	Cloud Digital Performance Analyst I				$145.84	$150.66
518210C	Cloud Digital Performance Analyst II				$163.35	$168.74
518210C	Cloud Digital Performance Analyst III				$179.68	$185.60
518210C	Cloud Frontend Web Developer I				$103.86	$107.28
518210C	Cloud Frontend Web Developer II				$167.12	$172.63
518210C	Cloud Frontend Web Developer III				$204.03	$210.76
518210C	Cloud Product Manager I				$163.05	$168.43
518210C	Cloud Product Manager II				$203.55	$210.27
518210C	Cloud Product Manager III				$225.93	$233.39
518210C	Cloud Security Engineer I				$141.95	$146.64
518210C	Cloud Security Engineer II				$183.57	$189.62

SIN	Labor Category	Year 6	Year 7	Year 8	Year 9	Year 10
518210C	Cloud Security Engineer III				$227.27	$234.77
518210C	Cloud Technical Architect I				$225.93	$233.39
518210C	Cloud Technical Architect II				$271.11	$280.06
518210C	Cloud Visual Designer I				$103.86	$107.28
518210C	Cloud Visual Designer II				$167.12	$172.63
518210C	Cloud Visual Designer III				$204.03	$210.76