



**CRIMSON PHOENIX**

TekMasters, A Crimson Phoenix Company

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

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

**MULTIPLE AWARD SCHEDULES (MAS)**

**FSC GROUP:** PROFESSIONAL SERVICES  
**CONTRACT NUMBER:** 47QTCA20D0010  
**CONTRACT PERIOD:** 16 OCT 2019 – 15 OCT 2024

**TekMasters L.L.C.**

2300 Wilson Blvd., Ste. 700  
Arlington, VA 22201  
Phone: 703-349-1110  
Fax: 703-880-7530  
[www.crimsonphoenix.com](http://www.crimsonphoenix.com)

**Contract Administrator:**  
Ramzy Megally  
[Rmegally@tekmasters.com](mailto:Rmegally@tekmasters.com)

**Business Size:**  
Large

Price list current as of Modification # PS-A863 effective October 24, 2023.



**TERMS AND CONDITIONS**

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

SINS	SIN Title
54151HACS	Highly Adaptive Cybersecurity Services (HACS)
54151S	Information Technology Professional Services
OLM	Order Level Materials

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

See pages 4 and 14

1c. Contractor is proposing hourly rates. A description of all corresponding commercial job titles, experience, functional responsibility, and education for those types of employees or subcontractors who will perform services provided below.

See pages 4 and 14

2. Maximum Order:

SINs	Maximum Order
54151HACS	\$500,000.00
54151S	\$500,000.00
OLM	\$250,000.00

3. Minimum Order: \$100.00

4. Geographic Coverage (delivery Area): Worldwide

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

6. Discount from list prices or statement of net price: 5% Applied to pricelist

7. Quantity discounts: None Offered

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

Net 30 days

9. Foreign Items: Not applicable

10a. Time of Delivery (Contractor insert number of days): To be determined at the Task Order level

10b. Expedited Delivery: To be determined at the Task Order level

10c. Overnight and 2-day delivery: To be determined at the Task Order level

10d. Urgent Requirements: To be determined at the Task Order level



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11. F.O.B Points(s): Destination

12a. Ordering Address(es): Same as company address

12b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Regulation (FAR) 8.405-3.

13. Payment address(es): Same as company address

14. Warranty provision: Standard Commercial Warranty Terms & Conditions.

15. Export Packing Charges (if applicable): Not Applicable

16. Terms and conditions of rental, maintenance, and repair (if applicable): Not Applicable

17. Terms and conditions of installation (if applicable): Not Applicable

18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): Not Applicable

18b. Terms and conditions for any other services (if applicable): Not Applicable

19. List of service and distribution points (if applicable): Not Applicable

20. List of participating dealers (if applicable): Not Applicable

21. Preventive maintenance (if applicable): Not Applicable

22a. Special attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:  
Not Applicable

22b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor's website or other location.) The EIT standards can be found at: [www.Section508.gov/](http://www.Section508.gov/).  
Not applicable

23. Unique Entity Identifier number: JFJ3ACEBKZJ7

24. Notification regarding registration in System for Award Management (SAM) database: Contractor registered and active in SAM.



**SIN 54151HACS**

LABOR CATEGORY	MARKET RATE	GSA (%) DISC (excl. .75% IFF)	PRICE OFFERED TO GSA (including IFF)				
			Year 1 – 10/16/2019 – 10/15/2020	Year 2 – 10/16/2020 – 10/15/2021	Year 3 – 10/16/2021 – 10/15/2022	Year 4 – 10/16/2022 – 10/15/2023	Year 5 – 10/16/2023 – 10/15/2024
Cloud Security Architect	\$150.00	5%	\$143.58	\$147.17	\$150.85	\$154.62	\$158.48
Cyber Application Architect	\$150.00	5%	\$143.58	\$147.17	\$150.85	\$154.62	\$158.48
Cyber Application Systems Analyst	\$145.00	5%	\$138.79	\$142.26	\$145.82	\$149.46	\$153.20
Cyber Countermeasures Expert	\$229.96	5%	\$220.11	\$225.62	\$231.26	\$237.04	\$242.96
Cyber Enterprise Architect	\$215.00	5%	\$205.79	\$210.94	\$216.21	\$221.62	\$227.16
Cyber Malware Reverse Engineer	\$190.00	5%	\$181.86	\$186.41	\$191.07	\$195.85	\$200.74
Cyber Program Analyst	\$140.84	5%	\$134.81	\$138.18	\$141.63	\$145.17	\$148.80
Cyber Program Manager	\$175.00	5%	\$167.51	\$171.69	\$175.99	\$180.39	\$184.90
Cyber Project Manager I	\$150.00	5%	\$143.58	\$147.17	\$150.85	\$154.62	\$158.48
Cyber Project Manager II	\$175.00	5%	\$167.51	\$171.69	\$175.99	\$180.39	\$184.90
Cyber Project Manager III	\$200.00	5%	\$191.44	\$196.22	\$201.13	\$206.16	\$211.31
Cyber Security Analyst I	\$92.83	5%	\$88.85	\$91.08	\$93.35	\$95.69	\$98.08
Cyber Security Analyst II	\$130.00	5%	\$124.43	\$127.54	\$130.73	\$134.00	\$137.35
Cyber Security Analyst III	\$150.00	5%	\$143.58	\$147.17	\$150.85	\$154.62	\$158.48
Cyber Security Engineer I	\$142.17	5%	\$136.08	\$139.48	\$142.97	\$146.55	\$150.21
Cyber Security Engineer II	\$160.00	5%	\$153.15	\$156.98	\$160.90	\$164.92	\$169.05
Cyber Security Engineer III	\$180.00	5%	\$172.29	\$176.60	\$181.01	\$185.54	\$190.18
Cyber Subject Matter Expert (SME) I	\$225.00	5%	\$215.37	\$220.75	\$226.27	\$231.92	\$237.72
Cyber Subject Matter Expert (SME) III	\$250.00	5%	\$239.29	\$245.28	\$251.41	\$257.69	\$264.14
Cyber Subject Matter Expert (SME) III	\$275.00	5%	\$263.22	\$269.80	\$276.55	\$283.46	\$290.55
Cyber Training Specialist	\$100.00	5%	\$95.72	\$98.11	\$100.56	\$103.08	\$105.65
Cybersecurity Consultant I	\$111.65	5%	\$106.87	\$109.54	\$112.28	\$115.09	\$117.96
Cybersecurity Consultant II	\$121.57	5%	\$116.36	\$119.27	\$122.26	\$125.31	\$128.44
Cybersecurity Consultant III	\$131.95	5%	\$126.30	\$129.46	\$132.69	\$136.01	\$139.41
Cybersecurity Forensic Analyst	\$175.00	5%	\$167.51	\$171.69	\$175.99	\$180.39	\$184.90
Incident Response Analyst 1	\$90.00	5%	\$86.15	\$88.30	\$90.51	\$92.77	\$95.09
Incident Response Analyst 2	\$120.00	5%	\$114.86	\$117.73	\$120.68	\$123.69	\$126.79
Incident Response Analyst 3	\$150.00	5%	\$143.58	\$147.17	\$150.85	\$154.62	\$158.48
Security Operations Center (SOC) Analyst	\$120.00	5%	\$114.86	\$117.73	\$120.68	\$123.69	\$126.79
Vulnerability Assessment Analyst and Penetration Tester	\$150.00	5%	\$143.58	\$147.17	\$150.85	\$154.62	\$158.48

**Job Descriptions:**

**Commercial Job Title:** Cloud Security Architect

**Minimum/General Experience:** 2

**Functional Responsibility:** Has strong understanding of Cloud information flows and process architecture necessary for implementation of cloud security. Uses information technology to plan, prepare, and execute cloud related security tasks. Prepares and reviews Cloud security architecture. Applies knowledge of security requirements, documentation, and risk mitigation strategies. Develops Cloud design documentation. Implements Cloud security policies and procedures. Conducts Cloud security audits against contractual requirements

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Cyber Application Architect

**Minimum/General Experience:** 2

**Functional Responsibility:** The Cyber Application Architect may plan, design, develop, redesign or enhance, install, or implement various cyber technology products, or enhance computer programs. This individual applies knowledge of software and programming to develop and test the security of computer systems and produce the



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necessary outcome for clients. The Application Architect may draft technical white papers to better understand the cyber technology behind them, and to provide instructions that help the client better understand the nature and applications of a specific cyber product.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Cyber Application Systems Analyst

**Minimum/General Experience:** 2

**Functional Responsibility:** The Cyber Application System Analyst may oversee the implementation of required hardware and software security components for approved applications, coordinates security tests of the application system to ensure proper performance, and develops diagrams and flowcharts for computer programmers to follow. This individual previews, analyzes, and modifies programming systems, including encoding, debugging, and installing security measures to support an organization's application systems. The Cyber Application System Analyst develops application specifications, identifies the required inputs, and formats the output to meet user's needs.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Cyber Countermeasures Expert

**Minimum/General Experience:** 2

**Functional Responsibility:** Assist with the management and administration of enterprise security programs. Designing and develop countermeasures; using expert knowledge of cyber threats tools, techniques, and processes, and analytics. Develop software and systems to support the analytics, systems, network, and database. Operates with minimum level of oversight.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Cyber Enterprise Architect

**Minimum/General Experience:** 2

**Functional Responsibility:** The Cyber Enterprise Architect works with stakeholders, both leadership and subject matter experts, to build a holistic view of the organization's strategy, processes, information, and information technology assets to ensure that the business and IT are in alignment and protected from cyber threats. The Cyber Enterprise Architect links the business mission, strategy, and processes of an organization to its IT strategy - including security, and documents this using multiple architectural models or views that show how the current and future needs of an organization will be met in an efficient, sustainable, agile, secure, and adaptable manner.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Cyber Malware Reverse Engineer

**Minimum/General Experience:** 2

**Functional Responsibility:** Investigate potential intrusions and security events to contain and mitigate incidents. Research cyber-attacks, malware, and threat actors to determine potential impact and develop remediation guidance; validate, categorize and investigate escalated cyber security events; profile and trend events in the environment for potential incidents; collect, assess and catalogue threat indicators; perform malware analysis. Works under general supervision and usually reports to a supervisor, though some ingenuity and flexibility is required.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Cyber Program Analyst

**Minimum/General Experience:** 2

**Functional Responsibility:** The Cyber Program Analyst analyzes and critiques existing computer programs and systems security measures, and develops new measures. The program analyst may: review users' requests for new



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or modified computer programs to determine feasibility, cost and time required, compatibility with current system, and security capabilities; outline steps required to develop program, using structured security analysis and design; and, plan, develop, test, and document computer programs, applying knowledge of cyber security, programming techniques, and computer systems.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** Cyber Program Manager

**Minimum/General Experience:** 2

**Functional Responsibility:** Cyber Program Manager I oversees multiple small projects. Possesses high knowledge of business processes. Responsible for performance, cost, scope, schedule, quality, and appropriate business measurements for projects, according to their project charter. Has professional knowledge of market segment/industry/technology/discipline trends.

Anticipates future customer, industry, and business trends. Applies this understanding to complex problems to meet project objectives. As appropriate, challenges the validity of given procedures and processes with a view toward enhancement or improvement. Analyzes information and situations and implement actions, independently and or through the management team to ensure project objectives are met. Analyzes new and complex project related problems and creates innovative solutions involving finance, scheduling, technology, methodology, tools, and solution components.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** Cyber Project Manager I

**Minimum/General Experience:** 2

**Functional Responsibility:** Responsible for small projects or portions of medium projects, keeps the Program Manager abreast of all problems and accomplishments. Leads team on small projects or significant segment of medium complex projects.

Translate customer requirements into formal agreements and plans to culminate in customer acceptance of results or have acceptance in the targeted market, while meeting business objectives. Works with client to identify business requirements and develops the proposal. Subsequently leads a team in the initiating, planning, controlling, executing, and closing tasks of a project or segment of a project to produce the solution deliverable. Executes a range of process activities beginning with the request for proposal through development, test and final delivery. Formulates partnerships between customer, suppliers and staff. Anticipates potential project related problems. Utilizes techniques for identifying, eliminating or mitigating solution, project and business risk. Understands customer, industry and business trends. Applies this understanding to meet project objectives.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** Cyber Project Manager II

**Minimum/General Experience:** 5

**Functional Responsibility:** Responsible for and leads team on small and medium complex projects keeps the Program Manager abreast of all problems and accomplishments. Translates customer requirements into formal agreements and plans to culminate in customer acceptance of results or have acceptance in the targeted market, while meeting business objectives. Works with client to identify business requirements and develops the proposal. Subsequently leads a team in the initiating, planning, controlling, executing, and closing tasks of a project or segment of a project to produce the solution deliverable. Executes a wide range of process activities beginning with the request for proposal through development, test and final delivery.

Formulates partnerships between customer, suppliers and staff. Anticipates potential project related problems. Utilizes refined techniques for identifying, eliminating or mitigating solution, project and business risk. Understands customer, industry and business trends. Applies this understanding to meet project objectives.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.



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**Commercial Job Title:** Cyber Project Manager III

**Minimum/General Experience:** 7

**Functional Responsibility:** Serves as project manager for a large, complex task order (or a group of task orders affecting the same common/standard/migration system) and shall assist the Program Manager in working with the ordering activity Contracting Officer (CO), the contract-level Contracting Officer's Representative (COR), the task order-level COR(s), ordering activity management personnel and customer agency representatives. Under the guidance of the Program Manager, responsible for the overall management of the specific task order(s) and insuring that the technical solutions and schedules in the task order are implemented in a timely manner. Performs enterprise wide horizontal integration planning and interfaces to other functional systems.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** Cyber Security Analyst I

**Minimum/General Experience:** 2

**Functional Responsibility:** Cyber Security Analyst I will have a basic understandings of concepts and terms related access control systems; cryptography; security architecture; operations security; applications security and systems development; statutory and regulatory compliance; forensics, investigations, or security ethics. The Cyber Security Analyst I will assist in penetration testing, incident response and cyber hunt activities as well as systems certification and accreditation projects, including the development of system documentation, system hardening, safeguard implementation, vulnerability assessments, and risk analysis. They will assist with the management and administration of enterprise security programs.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** Cyber Security Analyst II

**Minimum/General Experience:** 5

**Functional Responsibility:** Cyber Security Analyst II supports development of technical solutions to support client's requirements in solving moderately complex network, platform, and system security problems. They will assist with the management and administration of enterprise security programs. Responsibilities include: assisting with incident response, cyber hunt activities, penetration testing, cyber system engineering, development, and monitoring. Cyber Security Analyst II will also conduct security control assessments with cyber security stakeholders, collect and review artifacts and evidence for compliance with security controls, and document assessment results in a security assessment report and risk assessment report.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** Cyber Security Analyst III

**Minimum/General Experience:** 7

**Functional Responsibility:** Cyber Security Analyst III is responsible for providing customer support in solving all phases of complex cyber security related technical problems. Reviews and recommends cyber security solutions to customer problems based on an understanding of systems test results. Conducts security control assessments with cyber security stakeholders, collect and review artifacts and compile a body of evidence for compliance with security controls, and document assessment results in a security assessment report and risk assessment report. Particular attention placed on Guard, Firewall, host and network Intrusion Detection/Protection Systems, Penetration Testing, Cyber Hunt activities, Risk and Vulnerability Assessments.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** Cyber Security Engineer I

**Minimum/General Experience:** 2

**Functional Responsibility:** Participate in special projects or investigations into specific technology or solution issues and research and piloting of new technologies. Serve as a point of contact for engineering efforts while assisting in maintaining compliance with the customer's policies and guidelines. Duties may include: provide



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administrative support to enterprise security devices; provide support of various applications and implement security standards; and, assist with configuration, validate secure complex systems, and test security products and systems to detect security weakness. Cyber Security Engineer I develops cyber security systems assurance programs and control guidelines. Capable of performing vulnerability scans of networks, providing technical evaluations, identifying risks and proposing mitigation strategies, conducting system-specific tests and evaluations in realistic network configurations to validate secure operational capabilities and/or discover vulnerabilities, performing residual risk analysis to support system assessment and authorization.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Cyber Security Engineer II

**Minimum/General Experience:** 5

**Functional Responsibility:** Participate in special projects or investigations into specific technology or solution issues and research and piloting of new technologies. Serve as a point of contact for engineering efforts while maintaining compliance with the customer's policies and guidelines. Duties may include: configure and maintain policies; maintain documentation for exceptions to standards; provides timely and adequate response to threats/alerts; assess security events to drive to a resolution; provides timely and sufficient response to security incidents and assessment services; and, promotes security awareness. Cyber Security Engineer II develops cyber security systems assurance programs and control guidelines. Capable of performing vulnerability scans of networks, providing technical evaluations, identifying risks and proposing mitigation strategies, conducting system-specific tests and evaluations in realistic network configurations to validate secure operational capabilities and/or discover vulnerabilities, performing residual risk analyses to support system certification and accreditation. Insures that solutions are fully compatible with or engineered into the customer's network design.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Cyber Security Engineer III

**Minimum/General Experience:** 7

**Functional Responsibility:** Participate in special projects or investigations into specific technology or solution issues and research and piloting of new technologies. Serve as a point of contact for engineering efforts while maintaining compliance with the customer's policies and guidelines. Duties may include: configure and maintain policies; maintain documentation for exceptions to standards; provides timely and adequate response to threats/alerts; assess security events to drive to a resolution; provides timely and sufficient response to security incidents and assessment services; and, promotes security awareness. Cyber Security Engineer III conducts systems security analysis and implementation, system engineering, electrical design, design assurance, testing, security software engineering, program design, configuration management, integration, and testing of cyber security products and techniques.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Cyber Subject Matter Expert (SME) 1

**Minimum/General Experience:** 2

**Functional Responsibility:** Recognized as an authority in a given domain of Cyber security, or proficient in highly demanded emergent cyber tools or processes required under special circumstances. Duties may include: applying subject matter authority to a specific incident, security application or enterprise environment to improve security posture or resolve organizational issues.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** Cyber Subject Matter Expert (SME) 2

**Minimum/General Experience:** 5

**Functional Responsibility:** Recognized as an authority in a given domain of Cyber security, or proficient in highly demanded emergent cyber tools or processes required under special circumstances. Duties may include:





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applying subject matter authority to a specific incident, security application or enterprise environment to improve security posture or resolve organizational issues; and, generating issue papers and reporting.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** Cyber Subject Matter Expert (SME) 3

**Minimum/General Experience:** 7

**Functional Responsibility:** Recognized as an authority in a given domain of Cyber security, or proficient in highly demanded emergent cyber tools or processes required under special circumstances. Duties may include: applying subject matter authority to a specific incident, security application or enterprise environment to improve security posture or resolve organizational issues; generating issue papers and reporting; and, advising senior leadership on security issues.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** Cyber Training Specialist

**Minimum/General Experience:** 2

**Functional Responsibility:** The Cyber Training Specialist develops teaching outlines and determines instructional methods, using knowledge of specific training needs and effectiveness of such methods as individual training, group instruction, lectures, demonstrations, conferences, meetings, or workshops. This individual prepares, organizes and heads training sessions covering standard training, specialized training or counseling in designated areas.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** Cybersecurity Consultant I

**Minimum/General Experience:** 2

**Functional Responsibility:** Serves in the roles as Cybersecurity Consultant and Trusted Advisor to senior management or C- level executives. The Cybersecurity Consultant will possess an expert understanding of network and security protocols, and a highly detailed knowledge of the tools and solutions utilized in performing security functions. The Cybersecurity Consultant will be able to lead a team of engineers through the design, implementation, and integration of security tools and solutions.

Possesses a detailed knowledge of security analysis methodologies of threats and vulnerabilities. Able to analyze, modify, or develop customer policies, architecture, and procedures. Ability to review system data to identify security events and trends to provide mitigation strategies. Ability to act as a trusted advisor, for all levels of management and executives, in the area of information technology and security initiatives from planning and execution to closure.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** Cybersecurity Consultant II

**Minimum/General Experience:** 5

**Functional Responsibility:** Serves in the roles as Cybersecurity Consultant and Trusted Advisor to senior management or C- level executives. The Cybersecurity Consultant will possess an expert understanding of network and security protocols, and a highly detailed knowledge of the tools and solutions utilized in performing security functions. The Cybersecurity Consultant will be able to lead a team of engineers through the design, implementation, and integration of security tools and solutions.

Possesses a detailed knowledge of security analysis methodologies of threats and vulnerabilities. Able to analyze, modify, or develop customer policies, architecture, and procedures. Ability to review system data to identify security events and trends to provide mitigation strategies. Ability to act as a trusted advisor, for all levels of management and executives, in the area of information technology and security initiatives from planning and execution to closure. Ability to manage and lead a team.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance,



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Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** Cybersecurity Consultant III

**Minimum/General Experience:** 7

**Functional Responsibility:** Serves in the roles as Senior Cybersecurity Consultant and Trusted Advisor to senior management or C-level executives. The Cybersecurity Consultant will possess an expert understanding of network and security protocols, and a highly detailed knowledge of the tools and solutions utilized in performing security functions. The Cybersecurity Consultant will be able to lead a team of engineers through the design, implementation, and integration of security tools and solutions. Possesses a detailed knowledge of security analysis methodologies of threats and vulnerabilities. Able to analyze, modify, or develop customer policies, architecture, and procedures. Ability to review system data to identify security events and trends to provide mitigation strategies. Ability to act as a trusted advisor, for all levels of management and executives, in the area of information technology and security initiatives from planning and execution to closure.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** Cybersecurity Forensic Analyst

**Minimum/General Experience:** 2

**Functional Responsibility:** Performs threat and vulnerability assessments and provides subject matter expertise on appropriate threat mitigation. Performs in-depth analysis in support of network monitoring and incident response operations. Collaborates with other Information Security and IT team members to develop and implement innovative strategies for monitoring and preventing attacks.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Incident Response Analyst 1

**Minimum/General Experience:** 2

**Functional Responsibility:** Contributes to generating response to crisis or urgent situations to mitigate immediate and/or potential threats. Uses mitigation, preparedness, and response and recovery approaches, as needed, to maximize survival of life, preservation of property, and information security. Duties may include: handle and respond to cyber security incidents through coordination with stakeholders such as internal IT entities, security leadership, legal affairs, internal affairs, law enforcement, and privacy offices; intake incident reporting, conduct ticket updates, and notify stakeholders of cyber security incidents and forensic investigations in relation to computer security incidents and escalate when necessary as well as coordinate response to computer security incidents; recommend a course of action on each incident and creates, manages, and records all actions taken and serve as initial POC for Events of Interest reported both internally and externally; establishes alarm/incident escalation process and tracks, follows-up, and resolves incidents; and, initiates and maintains contact with affected parties during incident response lifecycle. Investigates potential incidents/intrusions.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Incident Response Analyst 2

**Minimum/General Experience:** 5

**Functional Responsibility:** Contributes to generating responses to crisis or urgent situations to mitigate immediate and/or potential threats. Uses mitigation, preparedness, and response and recovery approaches, as needed, to maximize survival of life, preservation of property, and information security. Duties may include: provides oversight for incident data flow and response, content, and remediation, and partners with other incident response centers in maintaining an understanding of threats, vulnerabilities, and exploits that could impact networks and assets; performs real-time proactive event investigation on various security enforcement systems, such as SIEM, Anti-virus, Internet content filtering/reporting, malware prevention, Firewalls, IDS & IPS, Web security, anti-spam, etc; performs the role of Incident Coordinator for IT Security events requiring focused response, containment, investigation, and remediation; performs forensic analysis on hosts supporting investigations; and, conducts malware analysis in out-of-band environment (static and dynamic), including



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complex malware.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Incident Response Analyst 3

**Minimum/General Experience:** 7

**Functional Responsibility:** Contributes to generating responses to crisis or urgent situations to mitigate immediate and / or potential threats. Uses mitigation, preparedness, and response and recovery approaches, as needed, to maximize survival of life, preservation of property, and information security. Duties may include: lead shifts and functional IR teams, provides oversight for incident data flow and response, content, and remediation, and partners with other incident response centers in maintaining an understanding of threats, vulnerabilities, and exploits that could impact networks and assets; performs real-time proactive event investigation on various security enforcement systems, such as SIEM, Anti-virus, Internet content filtering/reporting, malcode prevention, Firewalls, IDS & IPS, Web security, anti-spam, etc; performs the role of Incident Coordinator for IT Security events requiring focused response, containment, investigation, and remediation; performs forensic analysis on hosts supporting investigations; conducts malware analysis in out-of-band environment (static and dynamic), including complex malware; coordinate response action to identifies threats and incidents; analyze operational anomalies, network behavior and performs mitigation actions derived from cyber threat monitoring and anomaly analysis, and actively monitors the networks for cybersecurity threats and vulnerabilities; provide oversight and perform quality assurance on Incident Closures; assist with knowledge management - Standard Operating Procedures and procedural support data.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Security Operations Center (SOC) Analyst

**Minimum/General Experience:** 2

**Functional Responsibility:** Provide cyber threat analysis and reporting to support SOC and Program's situational awareness. Actively monitor security threats and risks. Track investigation results and report on findings. Duties may include: support a Security Operations Center and monitors security tools to review and analyze pre-defined events indicative of incidents and provide first tier response to security incidents; lead shifts and functional IR teams, provides oversight and be responsible for event investigation and tracking activities; support Tier 2 operations by monitoring alerts during critical and high volume events; conduct more in-depth analyses of security incidents to identify incidents of compromise; perform intrusion scope and root cause analyses and assist with intrusion remediation, strategy development, and implementation; recommend effective process changes to enhance defense and response procedures; use SOC monitoring devices to review and analyze pre-defined events indicative of incidents, create and recommend content to detect security events; conduct malware analysis in out-of-band environment (static and dynamic), including complex malware; vet IOCs and intelligence vetting and disposition, assess feed viability; perform network Forensics and deep packet analysis; identify countermeasures to detect and prevent security incidents.; and, support knowledge management and developing procedures and policies for initial stand up of a security operations center (SOC).

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Vulnerability Assessment Analyst and Penetration Tester

**Minimum/General Experience:** 2

**Functional Responsibility:** May support in part or in whole technical vulnerability assessments of applications and infrastructure, vulnerability research, and generation of assessment reports. Duties may include: contributes to the selection of appropriate technical tests, network or vulnerability scan tools, and/or pen testing tools based on review of requirements and purpose; lists all steps involved for executing selected test(s) and coaches others in the use of advanced research, development, or scan tools and the analysis of comparative findings between proposed and current technologies; coordinates or leads teams to conduct technical tests, network scans, and/or vulnerability scans that support the evaluation of information safeguard effectiveness; conduct reconnaissance, target assessment, target selection, and vulnerability research; using COTS tools, conduct or leads teams to



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conduct vulnerability assessments, analyzes results, identifies exploitable vulnerabilities, and verifies vulnerabilities through manual assessment; and, prepares and reviews assessment documents, validates and communicates key findings to stakeholders.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology



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**SIN 54151S**

LABOR CATEGORY	MARKET RATE	GSA (%) DISC (excl. .75% IFF)	PRICE OFFERED TO GSA (including IFF)				
			Year 1 – 10/16/2019 – 10/15/2020	Year 2 – 10/16/2020 – 10/15/2021	Year 3 – 10/16/2021 – 10/15/2022	Year 4 – 10/16/2022 – 10/15/2023	Year 5 – 10/16/2023 – 10/15/2024
Cloud Architect	\$150.00	5%	\$143.58	\$147.17	\$150.85	\$154.62	\$158.48
Database Administrator I	\$120.00	5%	\$114.86	\$117.73	\$120.68	\$123.69	\$126.79
Database Administrator II	\$138.75	5%	\$132.81	\$136.13	\$139.53	\$143.02	\$146.60
Database Administrator III	\$150.00	5%	\$143.58	\$147.17	\$150.85	\$154.62	\$158.48
IT Administrative Specialist	\$117.48	5%	\$112.45	\$115.26	\$118.14	\$121.10	\$124.12
IT Consultant I	\$114.44	5%	\$109.54	\$112.28	\$115.08	\$117.96	\$120.91
IT Consultant II	\$124.45	5%	\$119.12	\$122.10	\$125.15	\$128.28	\$131.49
IT Consultant III	\$150.00	5%	\$143.58	\$147.17	\$150.85	\$154.62	\$158.48
IT Security Specialist I	\$91.80	5%	\$87.87	\$90.07	\$92.32	\$94.63	\$96.99
IT Security Specialist II	\$115.00	5%	\$110.08	\$112.83	\$115.65	\$118.54	\$121.50
IT Security Specialist III	\$138.75	5%	\$132.81	\$136.13	\$139.53	\$143.02	\$146.60
IT Technical Writer	\$138.75	5%	\$132.81	\$136.13	\$139.53	\$143.02	\$146.60
IT Training Specialist	\$92.83	5%	\$88.85	\$91.08	\$93.35	\$95.69	\$98.08
Network Engineer I	\$130.05	5%	\$124.48	\$127.59	\$130.78	\$134.05	\$137.40
Network Engineer II	\$150.00	5%	\$143.58	\$147.17	\$150.85	\$154.62	\$158.48
Network Engineer III	\$175.00	5%	\$167.51	\$171.69	\$175.99	\$180.39	\$184.90
Program Manager	\$220.00	5%	\$210.58	\$215.84	\$221.24	\$226.77	\$232.44
Project Control Analyst	\$113.91	5%	\$109.03	\$111.76	\$114.55	\$117.42	\$120.35
Project Manager I	\$130.00	5%	\$124.43	\$127.54	\$130.73	\$134.00	\$137.35
Project Manager II	\$150.00	5%	\$143.58	\$147.17	\$150.85	\$154.62	\$158.48
Project Manager III	\$175.00	5%	\$167.51	\$171.69	\$175.99	\$180.39	\$184.90
Quality Assurance Specialist	\$80.00	5%	\$76.57	\$78.49	\$80.45	\$82.46	\$84.52
Software Engineer I	\$132.84	5%	\$127.15	\$130.33	\$133.59	\$136.93	\$140.35
Software Engineer II	\$154.35	5%	\$147.74	\$151.43	\$155.22	\$159.10	\$163.08
Software Engineer III	\$170.00	5%	\$162.72	\$166.79	\$170.96	\$175.23	\$179.61
Subject Matter Expert I	\$150.00	5%	\$143.58	\$147.17	\$150.85	\$154.62	\$158.48
Subject Matter Expert II	\$175.00	5%	\$167.51	\$171.69	\$175.99	\$180.39	\$184.90
Subject Matter Expert III	\$200.00	5%	\$191.44	\$196.22	\$201.13	\$206.16	\$211.31
System Security Architecture	\$175.00	5%	\$167.51	\$171.69	\$175.99	\$180.39	\$184.90
Systems Administrator I	\$117.48	5%	\$112.45	\$115.26	\$118.14	\$121.10	\$124.12
Systems Administrator II	\$142.80	5%	\$136.69	\$140.10	\$143.60	\$147.19	\$150.87
Systems Administrator III	\$160.00	5%	\$153.15	\$156.98	\$160.90	\$164.92	\$169.05
Systems Engineer I	\$117.84	5%	\$112.79	\$115.61	\$118.50	\$121.47	\$124.50
Systems Engineer II	\$130.00	5%	\$124.43	\$127.54	\$130.73	\$134.00	\$137.35
Systems Engineer III	\$150.00	5%	\$143.58	\$147.17	\$150.85	\$154.62	\$158.48
Web Designer	\$97.10	5%	\$92.94	\$95.27	\$97.65	\$100.09	\$102.59
Web Developer	\$122.32	5%	\$117.08	\$120.01	\$123.01	\$126.08	\$129.24



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**Commercial Job Title:** Cloud Architect

**Minimum/General Experience:** 2

**Functional Responsibility:** Expert in the planning and vision-setting for cloud adoption and modernization of the enterprise IT computing infrastructure. Interacts directly with component and support teams to develop guidance and high-level architectures that support IT modernization efforts. Engages in thought leadership discussions and provide recommendations for the incremental steps required to evolve IT and integrate key infrastructure components across the enterprise. Reviews solution-level architectures and implementation plans to determine their alignment with the overarching vision. Conducts analyses of IT requirements and transition planning and develop architecture baselines for data center consolidation and hybrid cloud programs. Assists with the development of integration plans, migration plans, and schedules and provide research and analyses on new technologies that reduce IT infrastructure implementation, operations, and maintenance costs.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Database Administrator I

**Minimum/General Experience:** 2

**Functional Responsibility:** Under general direction, provides technical expertise and guidance in the design, implementation, operation and maintenance of database management systems (DBMS). Designs, implements, and maintains complex databases with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Evaluates and recommends available DBMS products after matching requirements with system capabilities. Defines required database administration policies, procedures, standards, and guidelines. Prepares and delivers presentations on DBMS concepts.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Database Administrator II

**Minimum/General Experience:** 5

**Functional Responsibility:** Provides technical expertise and guidance in the design, implementation, operation and maintenance of database management systems (DBMS). Designs, implements, and maintains complex databases with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Evaluates and recommends available DBMS products after matching requirements with system capabilities. Defines required database administration policies, procedures, standards, and guidelines. Prepares and delivers presentations on DBMS concepts.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Database Administrator III

**Minimum/General Experience:** 7

**Functional Responsibility:** Provides general direction and performs work independently on highly technical expertise and guidance in the design, implementation, operation and maintenance of database management systems (DBMS) work independently and normally without review by supervisor or senior employee. Designs, implements, and maintains complex databases with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Evaluates and recommends available DBMS products after matching requirements with system capabilities. Defines required database administration policies, procedures, standards, and guidelines. Prepares and delivers presentations on DBMS concepts.

Minimum of 7 years of experience.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** IT Administrative Specialist**Minimum/General Experience:** 2

**Functional Responsibility:** Assists management in all business, cost containment and accounting activities. Assists management in office administration, contract administration and facility operation activities. Responsible for providing cost control advice to other managers. Supervises subordinate administrative and office staff.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** IT Consultant I**Minimum/General Experience:** 2

**Functional Responsibility:** Works with user groups to solve business problems with available technology including hardware, software, databases, and peripherals. Requires high level of diverse technical experience related to studying and analyzing systems needs, systems development, systems process analysis, design, and re-engineering. Has skills and experience related to business management, systems engineering, operations research, and management engineering. Typically requires specialization in particular software or business application utilized in an end user environment. Keeps abreast of technological developments and applications.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** IT Consultant II**Minimum/General Experience:** 5

**Functional Responsibility:** Works with user groups to solve business problems with available technology including hardware, software, databases, and peripherals. Requires high level of diverse technical experience related to studying and analyzing systems needs, systems development, systems process analysis, design, and re-engineering. Has skills and experience related to business management, systems engineering, operations research, and management engineering. Typically requires specialization in particular software or business application utilized in an end user environment. Keeps abreast of technological developments and applications.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** IT Consultant III**Minimum/General Experience:** 7

**Functional Responsibility:** Top-level IT technical expert supporting unlimited end user groups. Works with user groups to solve business problems with available technology including hardware, software, databases, and peripherals. Requires high level of diverse technical experience related to studying and analyzing systems needs, systems development, systems process analysis, design, and re-engineering. Has skills and experience related to business management, systems engineering, operations research, and management engineering. Typically requires specialization in particular software or business application utilized in an end user environment. Keeps abreast of technological developments and applications.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** IT Security Specialist I**Minimum/General Experience:** 2

**Functional Responsibility:** Provides expertise in designing and implementing solutions to security



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requirements. Performs a risk analysis that also includes risk assessment. Supports and assists with coordination and implementation of client's information security.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** IT Security Specialist II

**Minimum/General Experience:** 5

**Functional Responsibility:** Provide support to plan, coordinate, and implement the organization's information security. Provide support for facilitating and helping agencies identify their current security infrastructure and define future programs, design and implementation of security related to IT systems.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** IT Security Specialist III

**Minimum/General Experience:** 7

**Functional Responsibility:** The Security Specialist 3 may identify or resolve highly complex issues to prevent cyberattacks on information systems or keep computer information systems secure from interruption of service, intellectual property theft, network viruses, data mining, financial theft, or theft of sensitive customer data, allowing business to continue as normal. The Security Specialist designs, installs, and manages security mechanisms that protect networks and information systems against hackers, breaches, viruses, and spyware. This individual responds to incidents, investigates violations, and recommends enhancements to plug potential security gaps. Level 3 is competent in subject matter and concepts and may lead individuals assisting in the work.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** IT Technical Writer

**Minimum/General Experience:** 2

**Functional Responsibility:** Supervise teams and works independently in assist in collection and organizing information required for preparation of user manuals, training materials, installation guides, proposals, and reports. Edit functional descriptions, system specifications, user manuals, special reports, or any other customer deliverables and documents. Assists in performing financial and administrative functions. Prepares draft and final form technical documents. Must be capable of typing at average or above average speed. Must be capable of typing technical narratives and data. Responsible for spelling, grammar, and proper format, and for proofreading finished documents. Must be capable of using various word processing equipment.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** IT Training Specialist

**Minimum/General Experience:** 2

**Functional Responsibility:** Conducts IT user training courses with a primary focus on IT systems and business systems tool training and assistance. These instructors are experts on major COTS and GOTS business systems. Training may be via formal or informal settings including classroom training, presentations, demonstrations, one-on-one assistance and providing hotline assistance. For formal training lessons, ensures all training materials are available, ensures all equipment is functional prior to start of session. Able to troubleshoot many training equipment problems. Assists with modifications or customization of existing technical reports. Develops, directs, plans,

delivers, and evaluates training programs or IT facilitator activities. Provides direct instruction and training to





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customers on services, procedures, processes, techniques, tactics, products or skill development.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** Network Engineer I

**Minimum/General Experience:** 2

**Functional Responsibility:** Provides support to design, configure, test, implement and maintains telecommunications capabilities, including wide area and local area networks. Performs operations and support activities. Assists applications programmers working in the telecommunications environment. Evaluates network changes for operational impact. Evaluates network performance and resolves network and processor problems. Familiar with hardware and software diagnostic tools.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Network Engineer II

**Minimum/General Experience:** 5

**Functional Responsibility:** Designs, configures, tests, implements and maintains telecommunications capabilities, including wide area and local area networks with some supervision. Performs operations and support activities.

Assists applications programmers working in the telecommunications environment. Evaluates network changes for operational impact. Evaluates network performance and resolves network and processor problems. Familiar with hardware and software diagnostic tools.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Network Engineer III

**Minimum/General Experience:** 7

**Functional Responsibility:** Designs, configures, tests, implements and maintains telecommunications capabilities, including wide area and local area networks without review by supervisor or senior employee. Performs operations and support activities. Assists applications programmers working in the telecommunications environment. Evaluates network changes for operational impact. Evaluates network performance and resolves network and processor problems. Familiar with hardware and software diagnostic tools.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Program Manager

**Minimum/General Experience:** 2

**Functional Responsibility:** Responsible for all contract activities as a regular part of this role, performs it independently and normally without review by a supervisor or senior employee. Sets policies and procedures, technical standards and methods, and priorities of IT task. Coordinates the management of all work performed on tasks under the contract. Coordinates the efforts of subcontractors, team members, and vendors. Acts as the central point of contact with the Contracting Officer (CO), the Contracting Officer's Representative (COR), and other client officials. Exercises full authority to act for the company in the performance of the required work and services under all task orders. Works independently, or under the general direction of senior level company management, on all phases of performance including contract management, project/task order management, coordination of resource needs, coordination with corporate resources and management. Reports to senior company management on contract and task performance and issues. Has direct accountability for the technical correctness, timeliness and quality of deliverables, and the implementation and measurement of corporate and client quality standards and methodologies. Has a broad and deep knowledge of the IT industry, business administration, and human resource management and has excellent oral and written communications skills.



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**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** Project Control Analyst

**Minimum/General Experience:** 2

**Functional Responsibility:** Responsible for input and verification of data; reviews source documents for accuracy of input data; reviews, follows up and resolves errors during processing cycle; may be responsible for integrity of certain database information; investigates questionable data and takes corrective action when necessary; maintains files; generates reports and may analyze specific database information. Support project-related activities such as tracking the advancement of active projects, maintaining project schedules, analyzing cost data and project cost analysis. Responsible for development and maintenance of a database for producing labor to cost reports, planning efforts for resource loading, materials forecasting, and tracking metrics for group performance.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** Project Manager

**Minimum/General Experience:** 2

**Functional Responsibility:** Responsible for all contract activities as a regular part of this role, performs it independently and normally without review by a supervisor or senior employee. Sets policies and procedures, technical standards and methods, and priorities of IT task. Coordinates the management of all work performed on tasks under the contract. Coordinates the efforts of subcontractors, team members, and vendors. Acts as the central point of contact with the Contracting Officer (CO), the Contracting Officer's Representative (COR), and other client officials. Exercises full authority to act for the company in the performance of the required work and services under all task orders. Works independently, or under the general direction of senior level company management, on all phases of performance including contract management, project/task order management, coordination of resource needs, coordination with corporate resources and management. Reports to senior company management on contract and task performance and issues. Has direct accountability for the technical correctness, timeliness and quality of deliverables, and the implementation and measurement of corporate and client quality standards and methodologies. Has a broad and deep knowledge of the IT industry, business administration, and human resource management and has excellent oral and written communications skills.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** Project Manager II

**Minimum/General Experience:** 5

**Functional Responsibility:** Functional responsibilities include, but are not limited to, manage the day to day activities associated with the design and development of information systems, manage development team and build collaborative environment with business users and management team. Facilitate development of information system architecture, work with vendors to assist in the selection of system components, and develop and maintain project plan, and monitor and advise on the control of the project throughout the project lifecycle. Responsible for managing scope, cost, schedule, and contract deliverables. Acquires resources for project activities and leads process improvements.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** Project Manager III

**Minimum/General Experience:** 7



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**Functional Responsibility:** Functional responsibilities include, but are not limited to, manage the day to day activities associated with the design and development of information systems, manage development team and build collaborative environment with business users and management team. Facilitate development of information system architecture, work with vendors to assist in the selection of system components, and develop and maintain project plan, and monitor and advise on the control of the project throughout the project lifecycle. Responsible for managing scope, cost, schedule, and contract deliverables. Acquires resources for project activities and leads process improvements.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** Quality Assurance Specialist

**Minimum/General Experience:** 2

**Functional Responsibility:** Assures the level of quality throughout the software development life cycle customer and agency standards. Establishes and monitors a process for evaluating software and associated documentation.

Assists in developing Quality Assurance Plans. Conducts formal and informal reviews at pre-determined stages throughout the development life cycle. Participates in software reviews and testing. Initiates corrective action for procedural or process deficiencies.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** Software Engineer I

**Minimum/General Experience:** 2

**Functional Responsibility:** Highly specialized in one or more phases of software systems development, systems integration, or network engineering. Acts independently under general direction. Provides technical assistance and advice on complex activities. Formulates / defines specifications, develops / modifies / maintains complex systems and subsystems, using vendor engineering releases and utilities for overall operational systems. Applies analytical techniques when gathering information from users, defining work problems, designing technology solutions, and developing procedures to resolve the problems. Develops complete specifications to enable computer programmers to prepare required programs. Analyzes methods of approach. Reviews task proposal requirements, gathers information, analyzes data, prepares project synopses, compares alternatives, prepares specifications, resolves processing problems, coordinates work with programmers and engineers, and orients users to new systems. Works with considerable freedom to make decisions on the techniques and approaches to be used. Prepares recommendations for system improvement for management and user consideration.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Software Engineer II

**Minimum/General Experience:** 5

**Functional Responsibility:** Provides support in designs, develops, and provides customization of various applications to meet a series of pre-defined requirements. Requirements will be met through the use of various programming languages and possibly machine and assembly languages.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Software Engineer III

**Minimum/General Experience:** 7

**Functional Responsibility:** Works independently on designs, develops, and provides customization of various applications to meet a series of pre-defined requirements. Requirements will be met through the use of various programming languages and possibly machine and assembly languages.



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**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Subject Matter Expert I

**Minimum/General Experience:** 2

**Functional Responsibility:** Technical or business area expert in one or more disciplines called upon to address a particular IT task or environment need. As a technical expert, provides advice and assistance in state-of-the-art software/hardware solutions involving hardware of various capacities, multiple operating environments, database management systems specialized software, data communications facilities and protocols including Value Added Networks, fourth generation technologies, and complex software tools or packages. As a business expert, works with senior client officials to identify enterprise improvement goals, assess organizational and process effectiveness, and implement change strategies. Supports technical and business solutions, mentors and trains client staff, and oversees implementation. Has a high level of diverse technical and industry experience related to studying and analyzing systems needs, systems development, and systems process analysis, design and re-engineering. Has skills and experience related to business management, systems engineering, operations research, and management engineering.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** Subject Matter Expert II

**Minimum/General Experience:** 5

**Functional Responsibility:** Technical or business area expert in one or more disciplines called upon to address a particular IT task or environment need. As a technical expert, provides advice and assistance in state-of-the-art software/hardware solutions involving hardware of various capacities, multiple operating environments, database management systems specialized software, data communications facilities and protocols including Value Added Networks, fourth generation technologies, and complex software tools or packages. As a business expert, works with senior client officials to identify enterprise improvement goals, assess organizational and process effectiveness, and implement change strategies. Supports technical and business solutions, mentors and trains client staff, and oversees implementation. Has a high level of diverse technical and industry experience related to studying and analyzing systems needs, systems development, and systems process analysis, design and re-engineering. Has skills and experience related to business management, systems engineering, operations research, and management engineering. Typically has specialization in a particular technology or business application. Keeps abreast of technological developments and industry trends.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Commercial Job Title:** Subject Matter Expert III

**Minimum/General Experience:** 7

**Functional Responsibility:** Highest level technical or business area expert in one or more disciplines called upon to address a particular IT task or environment need. As a technical expert, provides advice and assistance in state-of-the-art software/hardware solutions involving hardware of various capacities, multiple operating environments, database management systems specialized software, data communications facilities and protocols including Value Added Networks, fourth generation technologies, and complex software tools or packages. As a business expert, works with senior client officials to identify enterprise improvement goals, assess organizational and process effectiveness, and implement change strategies. Designs technical and business solutions, mentors and trains client staff, and oversees implementation. Has a high level of diverse technical and industry experience related to studying and analyzing systems needs, systems development, and systems process analysis, design and re-engineering. Has skills and experience related to business management, systems engineering, operations research, and management engineering. Typically has specialization in a particular technology or business application. Keeps abreast of technological developments and industry trends.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.



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**Commercial Job Title:** System Security Architecture

**Minimum/General Experience:** 2

**Functional Responsibility:** Designs, develops, implements, and integrates information assurance architecture, system, or system component for use within data center, network, and enclave environments. Participates in information systems risk assessments and designs security counter measures to mitigate identified risks. Ensures that the architecture and design of DoD information systems (IS) are functional and secure. As necessary, designs and develops IA or IA enabled products, interface specifications, and approaches to secure the environment.

Applies knowledge of existing IA policy, procedures, and structures to design, develop, and implement systems, components, or architectures. Ensures that the implementation of security designs properly mitigate identified threats. Documents system security design features and provides input to implementation plans and standard operating procedures.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Systems Administrator I

**Minimum/General Experience:** 2

**Functional Responsibility:** Provides support for server operations inclusive of hardware, operating system (OS), and utilities on the servers. Has expertise in one or more operating systems and is responsible for configuration, patch management, version and sub-version upgrades, and all aspects of the availability of servers, with the exception of COTS / GOTS applications. Also acts as Tier 2 response in operations environment where resolution cannot be handled by on-site Tier 1 staff.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Systems Administrator II

**Minimum/General Experience:** 5

**Functional Responsibility:** Responsible for server operations inclusive of hardware, operating system (OS), and utilities on the servers with little to no supervision. Has expertise in one or more operating systems and is responsible for configuration, patch management, version and sub-version upgrades, and all aspects of the availability of servers, with the exception of COTS / GOTS applications. Also acts as Tier 2 response in operations environment where resolution cannot be handled by on-site Tier 1 staff.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Systems Administrator III

**Minimum/General Experience:** 7

**Functional Responsibility:** Responsible for server operations inclusive of hardware, operating system (OS), and utilities on the servers independently and normally without review by supervisor or senior employee. Has expertise in one or more operating systems and is responsible for configuration, patch management, version and sub-version upgrades, and all aspects of the availability of servers, with the exception of COTS / GOTS applications. Also acts as Tier 2 response in operations environment where resolution cannot be handled by on-site Tier 1 staff.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Systems Engineer I

**Minimum/General Experience:** 2

**Functional Responsibility:** Specialized in one or more phases of software systems development, systems integration, or network engineering. Acts under general direction. Provides technical assistance and advice on complex activities. Formulates / defines specifications, develops / modifies / maintains complex systems and subsystems, using vendor engineering releases and utilities for overall operational systems. Applies analytical techniques when gathering information from users, defining work problems, designing technology solutions,



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and developing procedures to resolve the problems. Develops complete specifications to enable computer programmers to prepare required programs. Analyzes methods of approach. Reviews task proposal requirements, gathers information, analyzes data, prepares project synopses, compares alternatives, prepares specifications, resolves processing problems, coordinates work with programmers and engineers, and orients users to new systems. Works with considerable freedom to make decisions on the techniques and approaches to be used. Prepares recommendations for system improvement for management and user consideration.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Systems Engineer II

**Minimum/General Experience:** 5

**Functional Responsibility:** Specialized in one or more phases of software systems development, systems integration, or network engineering. Acts under general direction. Provides technical assistance and advice on complex activities. Formulates / defines specifications, develops / modifies / maintains complex systems and subsystems, using vendor engineering releases and utilities for overall operational systems. Applies analytical techniques when gathering information from users, defining work problems, designing technology solutions, and developing procedures to resolve the problems. Develops complete specifications to enable computer programmers to prepare required programs. Analyzes methods of approach. Reviews task proposal requirements, gathers information, analyzes data, prepares project synopses, compares alternatives, prepares specifications, resolves processing problems, coordinates work with programmers and engineers, and orients users to new systems. Works with considerable freedom to make decisions on the techniques and approaches to be used. Prepares recommendations for system improvement for management and user consideration.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Systems Engineer III

**Minimum/General Experience:** 7

**Functional Responsibility:** Highly specialized in one or more phases of software systems development, systems integration, or network engineering. Acts independently under general direction. Provides technical assistance and advice on complex activities. Formulates / defines specifications, develops / modifies / maintains complex systems and subsystems, using vendor engineering releases and utilities for overall operational systems. Applies analytical techniques when gathering information from users, defining work problems, designing technology solutions, and developing procedures to resolve the problems. Develops complete specifications to enable computer programmers to prepare required programs. Analyzes methods of approach. Reviews task proposal requirements, gathers information, analyzes data, prepares project synopses, compares alternatives, prepares specifications, resolves processing problems, coordinates work with programmers and engineers, and orients users to new systems. Works with considerable freedom to make decisions on the techniques and approaches to be used. Prepares recommendations for system improvement for management and user consideration.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, or similar degree within the field Information Technology

**Commercial Job Title:** Web Designer

**Minimum/General Experience:** 2

**Functional Responsibility:** Write code to generate web pages, access databases and business logic servers. Work with designers and content producers. Test and document software for websites. Write, modify, and debug software for websites. Develop technical architecture of internet websites including scripting and user interface design.

Refresh internet website content to ensure accuracy and timeliness of information and images. Develop modifications or enhancements to existing internet web programs. Collaborate with back end developers and other team members. Ensure that the layout of content is accessible and logical, and recommend improvements.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.



**Commercial Job Title:** Web Developer III

**Minimum/General Experience:** 2

**Functional Responsibility:** Develop technical architecture of internet websites including scripting and user interface design. Refresh internet website content to ensure accuracy and timeliness of information and images. Develop modifications or enhancements to existing internet web programs. Collaborate with back end developers and other team members. Ensure that the layout of content is accessible and logical, and recommend improvements.

**Minimum Education:** Bachelor of Science in Management Information Systems, Computer Science, Finance, Accounting of Business Management Degree, or Bachelor of Arts in English, Communications or other degree.

**Education/Experience Substitution Table:**

Degree	Experience Equivalence
Bachelors	Associates + 2 years relevant experience, or 4 years relevant experience
Masters	Bachelors + 2 years relevant experience, Associates + 4 years relevant experience, or 6 years relevant experience
Doctorate	Masters + 2 years relevant experience, Bachelors + 4 years relevant experience

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