



**General Services Administration  
Federal Supply Service**

**AUTHORIZED  
MULTIPLE AWARD SCHEDULE (MAS) PRICELIST**

Special Item Number 54151S	Information Technology Professional Services
Special Item Number 54151HACS	Highly Adaptive Cyber Security Services (HACS)
Special Item Number OLM	Order-Level Materials

Valiant Solutions, LLC  
208 N. Garnett St., Suite F, Henderson, NC 27536  
Phone: 919-462-8491 Fax: 919-882-0956  
[www.valiantsolutions.com](http://www.valiantsolutions.com)

Contract Administrator: Megan Hiorth

Business Size: HUBZone Small Business

Contract Number: GS-35F-290AA

Period Covered by Contract: March 27, 2018 – March 26, 2023

General Services Administration  
Federal Acquisition Service

Pricelist current through Modification PA-0030, dated March 3, 2020.

Products and ordering information in this Authorized Multiple Award Schedule Pricelist are also available on the GSA Advantage! System (<http://www.gsaadvantage.gov>).



1a. Table of awarded special item number(s) with appropriate cross-reference to item descriptions and awarded price(s).

<b>Special Item Number 54151S</b>	<b>Information Technology Professional Services</b>
<b>Special Item Number 54151HACS</b>	<b>Highly Adaptive Cyber Security Services (HACS)</b>
<b>Special Item Number OLM</b>	<b>Order-Level Materials</b>

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 the 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.

Not applicable

1c. If the contractor is proposing hourly rates. A description of all corresponding job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item.

See Labor Category pricing.

2. Maximum order.

\$500,000.00

3. Minimum order:

\$100.00

4. Geographic coverage (delivery area)

Domestic delivery is delivery within the 48 contiguous states, Alaska, Hawaii, Puerto Rico, Washington DC, and U.S. Territories. Domestic delivery also includes a port or consolidation point, within the aforementioned areas, for orders received from overseas activities.

Overseas delivery is delivery to points outside of the 48 contiguous states, Alaska, Hawaii, Puerto Rico, Washington DC, and U.S Territories.

The Geographic Scope of this Contract will be Domestic and Overseas delivery.

5. Point(s) of production (city, county, and State or foreign country)

Valiant Solutions, LLC  
208 N. Garnett St., Suite F  
Henderson, NC 27536-4673

6. Discount from list prices or statement of net price.

See GSA awarded pricing. All prices are NET. Basic discounts have been deducted.

7. Quantity discounts

None

8. Prompt payment Terms

Net 30 days

9a. Notification that Government purchase cards are accepted at, or below the micro-purchase threshold.

Government purchase card is accepted at or below the micro-purchase threshold.



9b. Notification that Government purchase cards are accepted or not accepted above the micro-purchase threshold

Government purchase card may be accepted above the micro-purchase threshold if agreed to by the parties.

10. Foreign items (list items by country of origin)

None

11a. Time of delivery (Contractor insert number of days)

As negotiated between the Ordering Activity and the Contractor

11b. Expedited delivery. The Contractor will insert the sentence "Items available for expedited delivery are noted in this price list," under this heading The Contractor may use a symbol of its choosing to highlight items in its price lists that have expedited delivery.

As negotiated between the Ordering Activity and the Contractor

11c. Urgent requirement. The Contractor will note in its price list under the "Urgent Requirements" clause of its contract and advise agencies that they can also contact the Contractor's representative to effect a faster delivery.

As negotiated between the Ordering Activity and the Contractor

12. F.O.B. point(s)

FOB Destination

13a. Ordering address(es)

Valiant Solutions, LLC  
208 N. Garnett St., Suite F  
Henderson, NC 27536-4673

13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs) are found in Federal Acquisition regulation (FAR) 8.405-3.

14. Payment address:

Valiant Solutions, LLC  
208 N. Garnett St., Suite F  
Henderson, NC 27536-4673

15. Warranty provision.

Not applicable

16. Export packing charges, if applicable

Not applicable

17. Terms and conditions of Government purchase acceptance (any thresholds above the micro-purchase level)

Purchase at or below the micro purchase threshold

18. Terms and conditions of rental, maintenance, and repair (if applicable)

Not applicable

19. Terms and conditions of installation (if applicable)

Not applicable

20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list price (if applicable)

Not applicable

20a. Terms and conditions for any other services (if applicable)

Not applicable

21. List of service distributions points (if applicable)

Not applicable

22. List of participating dealers (if applicable)

Not applicable

23. Preventative maintenance (if applicable)

Not applicable

24a. Special attributes such as environmental attributes (e.g. recycled content, energy efficiency, and/or reduced pollutants)

Not applicable

24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: [www.Section508.gov](http://www.Section508.gov)

25. Data Universal Numbering Systems (DUNS) number

607825929

26. Notification regarding registration in Central Contractor Register (CCR) database.

Valiant Solutions is registered in the System for Award Management (SAM) database.



**TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER 54151S)**

**\*\*\*\*NOTE: All non-professional labor categories must be incidental to, and used solely to support professional services, and cannot be purchased separately.**

**1. SCOPE**

- a. The prices, terms and conditions stated under Special Item Number 54151S Information Technology Professional Services apply exclusively to IT Professional Services within the scope of this Schedule.
- b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

**2. PERFORMANCE INCENTIVES I-FSS-60 Performance Incentives (April 2000)**

- a. Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract.
- b. The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.
- c. Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

**3. ORDER**

- a. Agencies may use written orders, EDI orders, blanket purchase agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.
- b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

**4. PERFORMANCE OF SERVICES**

- a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.
- b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
- c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.
- d. Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is



performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

## **5. STOP-WORK ORDER (FAR 52.242-15) (AUG 1989)**

(a) The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-

- (1) Cancel the stop-work order; or
- (2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.

(b) If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-

- (1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and
- (2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

(c) If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.

(d) If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

## **6. INSPECTION OF SERVICES**

In accordance with FAR 52.212-4 CONTRACT TERMS AND CONDITIONS--COMMERCIAL ITEMS (MAR 2009) (DEVIATION I - FEB 2007) for Firm-Fixed Price orders and FAR 52.212-4 CONTRACT TERMS AND CONDITIONS --COMMERCIAL ITEMS (MAR 2009) (ALTERNATE I - OCT 2008) (DEVIATION I - FEB 2007) applies to Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

## **7. RESPONSIBILITIES OF THE CONTRACTOR**

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (Dec 2007) Rights in Data - General, may apply.

## **8. RESPONSIBILITIES OF THE ORDERING ACTIVITY**

Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite IT Professional Services.

## **9. INDEPENDENT CONTRACTOR**

All IT Professional Services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.

## **10. ORGANIZATIONAL CONFLICTS OF INTEREST**

a. Definitions.

“Contractor” means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

“Contractor and its affiliates” and “Contractor or its affiliates” refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

An “Organizational conflict of interest” exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor’s or its affiliates’ objectivity in performing contract work.

b. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

## **11. INVOICES**

The Contractor, upon completion of the work ordered, shall submit invoices for IT Professional services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

## **12. PAYMENTS**

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time-and-materials orders, the Payments under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to labor-hour orders placed under this contract. 52.216-31(Feb 2007) Time-and-Materials/Labor-Hour Proposal Requirements—Commercial Item Acquisition As prescribed in 16.601(e)(3), insert the following provision:

(a) The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.

(b) The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by—

- (1) The offeror;
- (2) Subcontractors; and/or
- (3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

### **13. RESUMES**

Resumes shall be provided to the GSA Contracting Officer or the user ordering activity upon request.

### **14. INCIDENTAL SUPPORT COSTS**

Incidental support costs are available outside the scope of this contract. The costs will be negotiated separately with the ordering activity in accordance with the guidelines set forth in the FAR.

### **15. APPROVAL OF SUBCONTRACTS**

The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.

### **16. DESCRIPTION OF IT PROFESSIONAL SERVICES AND PRICING**

a. The Contractor shall provide a description of each type of IT Service offered under Special Item Numbers

54151S IT Professional Services should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.

b. Pricing for all IT Professional Services shall be in accordance with the Contractor's customary commercial practices; e.g., hourly rates, monthly rates, term rates, and/or fixed prices, minimum general experience and minimum education.

The following is an example of the manner in which the description of a commercial job title should be presented:

**EXAMPLE:** Commercial Job Title: System Engineer

Minimum/General Experience: Three (3) years of technical experience which applies to systems analysis and design techniques for complex computer systems. Requires competence in all phases of systems analysis techniques, concepts and methods; also requires knowledge of available hardware, system software, input/output devices, structure and management practices.

Functional Responsibility: Guides users in formulating requirements, advises alternative approaches, conducts feasibility studies.

Minimum Education: Bachelor's Degree in Computer Science





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**LABOR CATEGORY DESCRIPTIONS**  
*SIN 54151S*

**Business Analyst I**

**Minimum General Experience:** A minimum of four (4) years of experience, of which at least two (2) must be specialized. Specialized experience includes: developing functional requirements, conducting business analysis, or demonstrated problem-solving for complex business systems or environments. Competent to work in most phases of business analysis. Must demonstrate the ability to work independently or under only general direction.

**Functional Responsibility:** Analyze user needs to determine business, functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) of relevant experience.

**Business Analyst II**

**Minimum General Experience:** A minimum of five (5) years of experience, of which at least two (2) must be specialized. Specialized experience includes: developing functional requirements, conducting business analysis, or demonstrated problem-solving for complex business systems or environments. Competent to work in most phases of business analysis with some experience as a team lead. Must demonstrate the ability to work independently or under only general direction.

**Functional Responsibility:** Analyze user needs to determine business, functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships. May work in a lead capacity on a project. Identifies resources required for each task.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

**Business Analysis III**

**Minimum General Experience:** A minimum of five (5) years of experience, of which at least three (3) must be specialized. Specialized experience includes: developing functional requirements, conducting business analysis, or demonstrated problem-solving for business systems or environments. Competent to work in most phases of business analysis with some experience as a team lead. Must demonstrate the ability to work independently or under only general direction.

**Functional Responsibility:** Analyze user needs to determine business, functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships. May work in a lead capacity on a project. Identifies resources required for each task.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.



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### **Cloud Security Architect III**

**Minimum General Experience:** Minimum of twelve (12) years of experience in an area of specialization associated with the requirement. Experience with Government or industry standards, processes, procedures, methodologies, or tools that support analysis as relative to the requirement.

**Functional Responsibility:** Develops and implements cloud technology strategies and solutions. Responsibilities may include cloud architecture development, cloud migration strategies, systems security, options paper development, or designing and leading project implementations for cloud solutions. Provides technical guidance and training to implementation teams as well as ensuring implementations follow best practices in configuration principles. Considered an expert in cloud security and architecture. Assists other team members with analysis and evaluation and with preparation of recommendations for cloud or system improvements, organization, development and/or maintenance efforts.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Database Administrator/Developer I**

**Minimum General Experience:** A minimum of two (2) years of experience in software design, development, installation, integration, evaluation, enhancement, maintenance, testing, administration or problem diagnosis/ resolution.

**Functional Responsibility:** Under general direction, designs, implements, administers and maintains moderately complex databases with respect to the operating system, access methods, access time, device allocation, validation checks, organization, and statistical methods. Maintains database dictionaries and integrates system through database design.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Database Administrator/Developer II**

**Minimum General Experience:** A minimum of four (4) years of technical experience in administration, analysis, and programming of computerized databases. Competent to work in most phases of database management.

**Functional Responsibility:** Under general direction, designs, implements, administers and maintains moderately complex databases with respect to the operating system, access methods, access time, device allocation, validation checks, organization, and statistical methods. Maintains database dictionaries and integrates system through database design.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) of relevant experience.

### **Database Administrator/Developer III**

**Minimum General Experience:** A minimum of six (6) years of technical experience in administration, analysis, and programming of computerized databases. Competent to work in most phases of database management.



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**Functional Responsibility:** In a lead or leadership capacity, designs, implements, and maintains moderately complex databases with respect to the operating system, access methods, access time, device allocation, validation checks, organization, and statistical methods. Maintains database dictionaries and integrates system through database design. Interfaces with the client on a day-to-day basis. Supports the completion of project specific tasks within estimated time frames and budget constraints. Is capable of identifying best-practices, and creating and assessing performance measures relating to database administration, programming, or management.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Help Desk Specialist I**

**Minimum General Experience:** A minimum of one (1) year of help desk or call center experience.

**Functional Responsibility:** Provides support to end users on a variety of issues. Identifies, researches, and resolves technical problems. Responds to telephone calls, email and personnel requests for technical support. Documents, tracks, and monitors the problem to ensure a timely resolution.

**Minimum Education:** High School Diploma

### **Help Desk Specialist II**

**Minimum General Experience:** A minimum of three (3) years of help desk or call center experience.

**Functional Responsibility:** Provides phone and in-person support to users in the areas of e-mail, directories, standard Windows desktop applications, and applications developed under this contract or predecessors; and serves as the initial point of contact for troubleshooting hardware/software PC and printer problems.

**Minimum Education:** Associates Degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Information Security Analyst I**

**Minimum General Experience:** A minimum of three (3) years of technical experience in defining security program requirements or processes for the protection of sensitive or classified information. Competent to work in most phases of network, systems or application information assurance.

**Functional Responsibility:** Analyzes and defines security requirements for information protection. Defines and develops security policies. Designs, develops, engineers, and implements solutions that meet network, system, or application security requirements. Analyzes the sensitivity of information and performs vulnerability and risk assessments on the basis of defined sensitivity and information flow. Must demonstrate the ability to work independently or under only general direction.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.



### **Information Security Analyst II**

**Minimum General Experience:** A minimum of five (5) years of technical experience in defining security program requirements or processes for the protection of sensitive or classified information. Competent to work in most phases of network, systems or application information assurance.

**Functional Responsibility:** Analyzes and defines security requirements for information protection. Defines and develops security policies. Designs, develops, engineers, and implements solutions that meet network, system, or application security requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing needs. Analyzes the sensitivity of information and performs vulnerability and risk assessments on the basis of defined sensitivity and information flow. Must demonstrate the ability to work independently or under only general direction.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional three (3) years of relevant experience.

### **Information Security Analyst III**

**Minimum General Experience:** A minimum of eight (8) years of technical experience in defining security program requirements or processes for the protection of sensitive or classified information. Competent to work in all phases of network, systems, or application information assurance.

**Functional Responsibility:** Analyzes and defines security requirements for information protection. Defines and develops security policies. Designs, develops, engineers, and implements solutions that meet network, system, or application security requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing needs. Analyzes the sensitivity of information and performs vulnerability and risk assessments on the basis of defined sensitivity and information flow. Performs vulnerability/risk analyses of networks, computer systems, or applications during all phases of the system development lifecycle.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional three (3) of relevant experience.

### **Network Administrator I**

**Minimum General Experience:** A minimum of one (1) year of technical or functional experience involved with installation, maintenance, advanced trouble shooting and administration of existing network systems. Includes local and wide area networks, data, voice, and telecommunications. Examples of disciplines: Network Systems Administration, Telecommunications Systems Administration, Network Security Administration, and Communications Systems Administration.

**Functional Responsibility:** Registers and assists new users and establishes security profiles. Assists with the installation of major network systems. Trouble shoots network problems as assigned. Monitors network performance and executes test plans. Creates technical documentation for users. Works under supervision within established parameters, but independent judgment is used.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.



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### **Network Administrator II**

**Minimum General Experience:** A minimum of three (3) years of experience in software design, development, installation, integration, evaluation, enhancement, maintenance, testing, or problem diagnosis/ resolution.

**Functional Responsibility:** Performs requirement analysis, software design, development, installation, testing and maintenance for application system components for large-scale and distributed systems. Performs operating system, and/ or product evaluation, integration, testing, and problem diagnosis/ resolution. Provides technical leadership, reviews work products, and makes technical recommendations, as needed, for changes in the supported technical architecture.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) of relevant experience.

### **Network Administrator III**

**Minimum General Experience:** A minimum of six (6) years of technical or functional experience involved with installation, maintenance, advanced trouble shooting and administration of existing network systems. Includes local and wide area networks, data, voice, and telecommunications. Examples of disciplines: Network Systems Administration, Telecommunications Systems Administration, Network Security Administration, and Communications Systems Administration.

**Functional Responsibility:** Supports the project team in analyzing functional problems most feasible for processing the data. Supports in the preparation of definitions of functional problems. Supports in the development of analytical reports or other products.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Network Engineer I**

**Minimum General Experience:** A minimum of two (2) years supporting and engineering of network communications.

**Functional Responsibility:** Under general supervision, oversees the purchase, installation, and support of network communications, including LAN/WAN systems. Works on problems of diverse scope where analysis of situation requires evaluation and judgment. Responsible for evaluating current systems. Assists in the planning of large-scale systems projects through vendor comparison and cost studies. Requires thorough knowledge of LAN/WAN systems, networks, and applications.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) of relevant experience.

### **Network Engineer II**

**Minimum General Experience:** A minimum of four (4) years supporting and engineering of network communications.



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**Functional Responsibility:** Under general direction, manages the purchase, installation, and support of network communications, including LAN/WAN systems. Responsible for evaluating current systems. Works on complex problems where analysis of situation requires in-depth evaluation of various factors. Plans large-scale systems projects through vendor comparison and cost studies. Provides work leadership and training

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Principal Consultant**

**Minimum General Experience:** 5+ years of software engineering or related experience with 1+ year(s) of experience in large-scale systems in software design and/or development. Demonstrated ability in managing projects similar in scope and complexity to the project requirement. Requires competence and experience in human resource management, problem solving, and quality assurance techniques. Also requires excellent communication skills, both written and verbal.

**Functional Responsibility:** Responsible for coordinating, defining, staffing, and managing one or multiple projects. The Principal Consultant works across the business, IS management, Quality Assurance and Testing, Systems Analyst, Software Development, and Technical Writing teams to ensure the delivery of a high quality software application. Primary technical point of contact with Program Manager and various technical personnel on project. Develops project schedules, coordinates project status meetings, manages resources in all phases of software development lifecycle. Works with the project business owner to oversee delivery performance, ensure delivery quality and report schedule, cost, and execution performance.

**Minimum Education:** BS in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional 3 to 5 years of relevant experience.

### **Project Manager I**

**Minimum General Experience:** Combination of three (3) years information technology experience, with experience in a management or supervisory capacity, plus experience in the functional area of the project to be managed.

**Functional Responsibility:** Responsible for supporting the planning and executing a project. Supports the preparation and sustainment of the project schedule and budget. One of the primary points of contact for the customer. Assists with overseeing all work and takes assists on taking corrective action as necessary to ensure project success.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Senior Consultant**

**Minimum General Experience:** 5+ years of systems analysis or programming experience, including four years in the areas of developing systems requirements and design specifications;



two years of experience in project management/ task leader positions in development or implementation.

**Functional Responsibility:** Applies, as appropriate, activity and data modeling, transaction/workflow analysis, internal control and risk analysis and modern business methods, and performance measurement techniques. Provides technical direction to personnel performing systems analysis and system/ subsystem development tasks. Coordinates and performs logical and physical systems design. Reviews and prepares system documents and specifications. Prepares reports, studies, and documentation, delivers presentations, and participates in meetings.

**Minimum Education:** BS in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional 3 to 5 years of relevant experience.

#### **Staff Developer**

**Minimum General Experience:** 3+ years of experience in software design, development, installation, integration, evaluation, enhancement, maintenance, testing, or problem diagnosis/resolution with a focus in Java.

**Functional Responsibility:** Performs requirement analysis, software design, development, installation, testing and maintenance for application system components for large-scale and distributed systems. Performs operating system, and/ or product evaluation, integration, testing, and problem diagnosis/ resolution. Provides technical leadership, reviews work products, and makes technical recommendations, as needed, for changes in the supported technical architecture. Major functions also include working in an object-oriented environment.

**Minimum Education:** BS in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional 3 to 5 years of relevant experience.

#### **Senior Systems Analyst**

**Minimum General Experience:** 5+ of systems analysis or programming experience and a minimum of two years in the areas of developing information systems.

**Functional Responsibility:** Applies, as appropriate, business process improvement practices to re-engineer methodologies, principles, and business process modernization projects. Coordinates and performs logical and physical systems design. Reviews and prepares system documents and specifications. Prepares reports, studies, and documentation, delivers presentations, and participates in meetings.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional 3-5 years of relevant experience.

#### **Staff Systems Analyst**

**Minimum General Experience:** 2+ years of information systems project experience involving planning and performing studies and analyses of functional requirements and the derivation of automated processes that satisfy application requirements.

**Functional Responsibility:** Supports the project team in analyzing functional problems most



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feasible for processing the data. Supports in the preparation of definitions of functional problems. Supports in the development of analytical reports or other products.

**Minimum Education:** BS in Computer Science, Information Systems, Business Administration, related degree or an additional 3-5 years of relevant experience.

### **Subject Matter Expert**

**Minimum General Experience:** Minimum of ten years (10) of experience in an area of specialization associated with the requirement. Experience with Government or industry standards, processes, procedures, methodologies, or tools that support analysis as relative to the requirement.

**Functional Responsibility:** Provides minimally supervised support for difficult analysis and evaluation assignments. Has the ability to provide analysis and consulting to management level personnel. Performs analysis and evaluation of existing or proposed processes, applications, systems, security or software. Performs, and/or may direct, project planning, scope, control, management, tracking, or review. May perform functional requirements gathering for projects. Performs analysis and evaluation throughout the process, application, system, or software development life-cycle which includes, but is not limited to: planning, requirements, design, acquisition, development, integration, installation/deployment, performance tuning, testing, or training. Performs, or may direct, document development/preparation at various stages of a project life-cycle (e.g., planning through implementation) to detail analysis results and solution recommendations. Facilitates meetings such as joint application development (JAD) sessions to support the analysis process. Serves as a liaison between functional and technical specialists. Assists with testing to support the project life-cycle, as applicable. Uses methodologies, modeling/estimating techniques, tools, applications, systems, software, or databases at advanced levels to perform assigned tasks. Has the ability to perform strategic consulting initiatives as well as cost-benefit analysis and business/technology alignment. Ability to use experience in a certain subject area to provide strategic business consulting. Ensures compliance with, and/or may develop, the standards and organization requirements relative to specific assignments. Provides staff supervision or management.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional three (3) years of relevant experience.

### **Subject Matter Expert II**

**Minimum General Experience:** Minimum of ten (10) years of experience in an area of specialization associated with the requirement. Experience with Government or industry standards, processes, procedures, methodologies, or tools that support analysis as relative to the requirement.

**Functional Responsibility:** Defines problems, analyzes potential solutions, and develops plans and requirements in the subject matter area. Coordinates and manages the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems specifications in the following specialties: information systems architecture; Cybersecurity; networking; telecommunications; automation; communications protocols; Business Process Reengineering; risk management/electronic analysis; software lifecycle management; software development methodologies; or modeling and simulation.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.





### **Subject Matter Expert III**

**Minimum General Experience:** Minimum of twelve (12) years of experience in an area of specialization associated with the requirement. Experience with Government or industry standards, processes, procedures, methodologies, or tools that support analysis as relative to the requirement.

**Functional Responsibility:** Provides technical, managerial, and administrative direction for problem definition, analysis, requirements development, and implementation for complex systems in the subject matter area. Makes recommendations and advises on organization-wide system improvements, optimization or maintenance efforts in the following specialties: information systems architecture; Cybersecurity; networking; telecommunications; automation; communications protocols; Business Process Reengineering; risk management/electronic analysis; software lifecycle management; software development methodologies; or modeling and simulation.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Systems Engineer I**

**Minimum General Experience:** A minimum of three (3) years of technical experience involved in providing total systems overview consultation to provide the client with the most practical and technically sound products and solutions available. Systems include integration of software, hardware, networks, subsystems, peripheral components, and interfaces.

**Functional Responsibility:** Assesses moderately complex problems and investigates, develops, appraises, selects, and presents solutions. Involved in specifications development, implementation, testing and documenting engineering systems and equipment. Verifies technical designs to ensure cost effectiveness. Responsible for researching, planning and overseeing the implementation of moderately complex systems level design concepts and equipment to include interfacing. Works under minimal supervision and independently performs duties of moderate complexity

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Systems Engineer II**

**Minimum General Experience:** A minimum of five (5) years of technical experience involved in providing total systems overview consultation to provide the client with the most practical and technically sound products and solutions available. Systems include integration of software, hardware, networks, subsystems, peripheral components, and interface.

**Functional Responsibility:** Senior-level professional; able to independently accomplish complex requirements. Assesses complex problems and investigates, develops, appraises, selects, and presents solutions. Initiates concept development and trade-off studies. Interfaces extensively with customers, employees, and managers. Devises tests to use in evaluating, debugging and checking of equipment and systems for accurate and dependable conformance to specifications. Responsible for researching, planning and overseeing the implementation of complex systems level design concepts and equipment to include interfacing. Provides guidance to less experienced systems engineers. Performs complex assignments with little guidance.



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**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Systems Engineer III**

**Minimum General Experience:** A minimum of eight (8) years of technical experience involved in providing total systems overview consultation to provide the client with the most practical and technically sound products and solutions available. Systems include integration of software, hardware, networks, subsystems, peripheral components and interfaces.

**Functional Responsibility:** Considered an expert in one or more disciplines or systems. Conceptualizes broad requirements of system and translates into plans for design, development and implementation. Consults with customers at the highest levels to recommend systems solutions. Researches new technologies and presents new concepts as a systems expert. Has full technical knowledge of all phases of systems design. Resolves highly complex systems problems. Provides high level expertise in writing technical proposals. Provides guidance and direction in all aspects of major projects. Performs highly complex responsibilities with considerable latitude.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional three (3) years of relevant experience.

### **Technical Writer I**

**Minimum General Experience:** A minimum of two (2) years of experience in writing, editing, and preparing business or technical documentation. Experience with and knowledge of Department of Defense (DoD), Federal Information Processing (FIP), Government Printing Office (GPO), or commercial documentation standards as appropriate to the assignment.

**Functional Responsibility:** Responsible for documentation development and preparation throughout the production cycle that can include: technical writing/editing, editorial consultation, copy design/editing, proofreading, or overall documentation review. Checks documents for spelling, grammar, organization, consistency, and content. Ensures that documents follow the appropriate style guide.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Technical Writer II**

**Minimum General Experience:** A minimum of four (4) years of experience in writing, editing, and preparing business or technical documentation. Experience with and knowledge of Department of Defense (DoD), Federal Information Processing (FIP), Government Printing Office (GPO), or commercial documentation standards as appropriate to the assignment.

**Functional Responsibility:** Responsible for documentation development and preparation throughout the production cycle that can include: technical writing/editing, editorial consultation, copy design/editing, proofreading, or overall documentation review. Checks documents for spelling, grammar, organization, consistency, and content. Ensures that documents follow the appropriate style guide. Interfaces with the client on a day-to-day basis. Supports the completion of project specific tasks within estimated time frames and budget constraints.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Telecommunications Engineer II**

**Minimum General Experience:** A minimum of five (5) years of telecommunications design, implementation or maintenance.

**Functional Responsibility:** Must be technically current in telecommunications systems design functions and project planning relating to large scale distributed computer systems and equivalent design work related to medium and smaller scale "stand-alone" systems; provides senior level technical staff functions regarding new systems design efforts; provides high-level expertise in design decisions relating to hardware systems configurations, software design and database, user interface design, and display features for operational display systems; serves as a senior level manager of large multi-disciplined department of telecommunication engineers, human factors, and specialty technical personnel involved in the design and development of the advanced automation systems.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Web Developer I**

**Minimum General Experience:** A minimum of three (3) years of progressive experience in programming and systems analysis of Web-based programming languages. Competent to work in most phases of web programming or development.

**Functional Responsibility:** Under general direction, responsible for program design, coding, testing, debugging and documentation. Has full technical knowledge of all phases of web-based applications systems analysis and programming. Has a general understanding of the business or function for which applications is designed.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Web Developer II**

**Minimum General Experience:** A minimum of five (5) years of progressive experience, of which two (2) must be specialized in programming and systems analysis of Web-based programming languages. Competent to work in most phases of web programming or development.

**Functional Responsibility:** Formulates/defines system scope and objectives for assigned projects. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitation, operating time and form of desired results. Prepares detailed specifications from which programs will be written. Responsible for program design, coding, testing, debugging and documentation. Has full technical knowledge of all phases of web-based applications systems analysis and programming. Has good understanding of the business or function for which applications is designed. Also has duties instructing, directing and checking the work of other systems analysis and programming personnel. Responsible for quality assurance review. Responsible for directing and monitoring the work of team members. May be responsible for project completion and user satisfaction. Must demonstrate the ability to work independently or under only general direction.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.



**Labor Category**  
SIN 54151S

<b>Business Analyst I</b>	<b>\$82.92</b>
<b>Business Analyst II</b>	<b>\$94.53</b>
<b>Business Analyst III</b>	<b>\$129.17</b>
<b>Cloud Security Architect III</b>	<b>\$273.82</b>
<b>Database Administrator/Developer I</b>	<b>\$60.74</b>
<b>Database Administrator/Developer II</b>	<b>\$84.58</b>
<b>Database Administrator/Developer III</b>	<b>\$93.43</b>
<b>Help Desk I</b>	<b>\$39.15</b>
<b>Help Desk II</b>	<b>\$56.03</b>
<b>Information Security Analyst I</b>	<b>\$77.14</b>
<b>Information Security Analyst II</b>	<b>\$104.06</b>
<b>Information Security Analyst III</b>	<b>\$120.53</b>
<b>Network Administrator I</b>	<b>\$65.88</b>
<b>Network Administrator II</b>	<b>\$86.78</b>
<b>Network Administrator III</b>	<b>\$103.27</b>
<b>Network Engineer I</b>	<b>\$77.35</b>
<b>Network Engineer II</b>	<b>\$91.60</b>
<b>Principal Consultant</b>	<b>\$158.56</b>
<b>Project Manager I</b>	<b>\$81.96</b>
<b>Senior Consultant</b>	<b>\$116.62</b>
<b>Senior Systems Analyst</b>	<b>\$119.69</b>
<b>Staff Developer</b>	<b>\$91.04</b>
<b>Staff Systems Analyst</b>	<b>\$102.30</b>
<b>Subject Matter Expert</b>	<b>\$163.92</b>
<b>Subject Matter Expert II</b>	<b>\$222.16</b>
<b>Subject Matter Expert III</b>	<b>\$273.82</b>
<b>Systems Engineer I</b>	<b>\$80.42</b>
<b>Systems Engineer II</b>	<b>\$94.83</b>
<b>Systems Engineer III</b>	<b>\$104.14</b>
<b>Technical Writer I</b>	<b>\$67.50</b>
<b>Technical Writer II</b>	<b>\$76.18</b>
<b>Telecommunications Engineer II</b>	<b>\$78.68</b>
<b>Web Developer I</b>	<b>\$83.89</b>
<b>Web Developer II</b>	<b>\$101.24</b>



**TERMS AND CONDITIONS APPLICABLE TO HIGHLY ADAPTIVE  
CYBERSECURITY SERVICES (HACS) (SPECIAL ITEM NUMBER 54151HACS)**

**Vendor suitability for offering services through the Highly Adaptive Cybersecurity Services (HACS) SIN must be in accordance with the following laws and standards when applicable to the specific task orders, including but not limited to:**

- **Federal Acquisition Regulation (FAR) Part 52.204-21**
- **OMB Memorandum M-06-19** – Reporting Incidents Involving Personally Identifiable Information and Incorporating the Cost for Security in Agency Information Technology Investments
- **OMB Memorandum M -07-16** – Safeguarding Against and Responding to the Breach of Personally Identifiable Information
- **OMB Memorandum M-16-03** – Fiscal Year 2015-2016 Guidance on Federal Information Security and Privacy Management Requirements
- **OMB Memorandum M-16-04** – Cybersecurity Implementation Plan (CSIP) for Federal Civilian Government
- **OMB Memorandum M-17-09** – Management of Federal High Value Assets
- **OMB Memorandum M-17-12** – Preparing for and Responding to a Breach of PII
- **2017 Report to the President on Federal IT Modernization**
- **The Cybersecurity National Action Plan (CNAP)**
- **NIST SP 800-14** – Generally Accepted Principles and Practices for Securing Information Technology Systems
- **NIST SP 800-27A** – Engineering Principles for Information Technology Security (A Baseline for Achieving Security)
- **NIST SP 800-30** – Guide for Conducting Risk Assessments
- **NIST SP 800-35** – Guide to Information Technology Security Services
- **NIST SP 800-37** – Guide for Applying the Risk Management Framework to Federal Information Systems: A Security Life Cycle Approach
- **NIST SP 800-39** – Managing Information Security Risk: Organization, Mission, and Information System View
- **NIST SP 800-44** – Guidelines on Securing Public Web Servers
- **NIST SP 800-48** – Guide to Securing Legacy IEEE 802.11 Wireless Networks
- **NIST SP 800-53** – Security and Privacy Controls for Federal Information Systems and Organizations
- **NIST SP 800-61** – Computer Security Incident Handling Guide
- **NIST SP 800-64** – Security Considerations in the System Development Life Cycle
- **NIST SP 800-82** – Guide to Industrial Control Systems (ICS) Security
- **NIST SP 800-86** – Guide to Integrating Forensic Techniques into Incident Response
- **NIST SP 800-115** – Technical Guide to Information Security Testing and Assessment
- **NIST SP 800-128** – Guide for Security-Focused Configuration Management of Information Systems
- **NIST SP 800-137** – Information Security Continuous Monitoring (ISCM) for Federal Information Systems and Organizations
- **NIST SP 800-153** – Guidelines for Securing Wireless Local Area Networks (WLANs)

- **NIST SP 800-160** – Systems Security Engineering: Considerations for a Multidisciplinary Approach in the Engineering of Trustworthy Secure Systems
- **NIST SP 800-171** – Protecting Controlled Unclassified Information in non-federal Information Systems and Organizations

**\*\*\*\*NOTE: All non-professional labor categories must be incidental to, and used solely to support Highly Adaptive Cybersecurity Services, and cannot be purchased separately.**

#### **Awarded Sub-Categories:**

- **High Value Asset (HVA) Assessments**
- **Risk and Vulnerability Assessment (RVA)**
- **Cyber Hunt**
- **Incident Response**
- **Penetration Testing**

#### **1. SCOPE**

- a. The labor categories, prices, terms and conditions stated under Special Item Number 54151HACS Highly Adaptive Cybersecurity Services (HACS) apply exclusively to Highly Adaptive Cybersecurity Services within the scope of this Schedule.
- b. Services under this SIN are limited to Highly Adaptive Cybersecurity Services only. Software and hardware products are under different Special Item Numbers on Schedule MAS and may be quoted along with services to provide a total solution.
- c. This SIN provides ordering activities with access to Highly Adaptive Cybersecurity services only.
- d. Highly Adaptive Cybersecurity Services provided under this SIN shall comply with all Cybersecurity certifications and industry standards as applicable pertaining to the type of services as specified by ordering agency.
- e. **SCOPE:** 54151HACS Highly Adaptive Cybersecurity Services (HACS) includes proactive and reactive cybersecurity services that improve the customer's enterprise-level security posture.

The scope of this category encompasses a wide range of fields that include, but are not limited to, Risk Management Framework (RMF) services, information assurance (IA), virus detection, network management, situational awareness and incident response, secure web hosting, and backup and security services.

The six-step RMF includes security categorization, security control selection, security control implementation, security control assessment, information system authorization, and security control monitoring. RMF activities may also include Information Security Continuous Monitoring Assessment (ISCMA) which evaluate organization-wide ISCM implementations, and also Federal Incident Response Evaluations (FIREs), which assess an organization's incident management functions.

The scope of this category also includes Security Operations Center (SOC) services. The SOC scope includes services such as: 24x7x365 monitoring and analysis, traffic analysis, incident response and coordination, penetration testing, anti-virus management, intrusion detection and prevention, and information sharing.

HACS vendors are able to identify and protect a customer's information resources, detect and respond to cybersecurity events or incidents, and recover capabilities or services impaired by any incidents that emerge.

Sub-Categories – (not all vendors have been placed within the following subcategories. To view a complete list of vendors, click on the sub-category):

- **High Value Asset (HVA) Assessments** include *Risk and Vulnerability Assessment (RVA)* which assesses threats and vulnerabilities, determines deviations from acceptable configurations, enterprise or local policy, assesses the level of risk, and develops and/or recommends appropriate mitigation countermeasures in operational and non-operational situations. The services offered in the RVA sub-category include Network Mapping, Vulnerability Scanning, Phishing Assessment, Wireless Assessment, Web Application Assessment, Operating System Security Assessment (OSSA), Database Assessment, and Penetration Testing. *Security Architecture Review (SAR)* evaluates a subset of the agency's HVA security posture to determine whether the agency has properly architected its cybersecurity solutions and ensures that agency leadership fully understands the risks inherent in the implemented cybersecurity solution. The SAR process utilizes in-person interviews, documentation reviews, and leading practice evaluations of the HVA environment and supporting systems. SAR provides a holistic analysis of how an HVA's individual security components integrate and operate, including how data is protected during operations. *Systems Security Engineering (SSE)* identifies security vulnerabilities and minimizes or contains risks associated with these vulnerabilities spanning the Systems Development Life Cycle. SSE focuses on, but is not limited to the following security areas: perimeter security, network security, endpoint security, application security, physical security, and data security.
  - **Risk and Vulnerability Assessment (RVA)** assesses threats and vulnerabilities, determines deviations from acceptable configurations, enterprise or local policy, assesses the level of risk, and develops and/or recommends appropriate mitigation countermeasures in operational and non-operational situations. The services offered in the RVA sub-category include Network Mapping, Vulnerability Scanning, Phishing Assessment, Wireless Assessment, Web Application Assessment, Operating System Security Assessment (OSSA), Database Assessment, and Penetration Testing.
  - **Cyber Hunt** activities respond to crises or urgent situations within the pertinent domain to mitigate immediate and potential threats. Cyber Hunts start with the premise that threat actors known to target some organizations in a specific industry or with specific systems are likely to also target other organizations in the same industry or with the same systems.
  - **Incident Response** services help organizations impacted by a cybersecurity compromise determine the extent of the incident, remove the adversary from their systems, and restore their networks to a more secure state.
  - **Penetration Testing** is security testing in which assessors mimic real-world attacks to identify methods for circumventing the security features of an application, system, or network.
- f. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

## 2. ORDER

- a. Agencies may use written orders, Electronic Data Interchange (EDI) orders, Blanket Purchase Agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are



available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.

- b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

### **3. PERFORMANCE OF SERVICES**

- a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity. All Contracts will be fully funded.
- b. The Contractor agrees to render services during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
- c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.
- d. Any Contractor travel required in the performance of Highly Adaptive Cybersecurity Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts. All travel will be agreed upon with the client prior to the Contractor's travel.

### **4. INSPECTION OF SERVICES**

Inspection of services is in accordance with 552.212-4 - CONTRACT TERMS AND CONDITIONS – COMMERCIAL ITEMS (JAN 2017) (ALTERNATE I – JAN 2017) for Firm-Fixed Price and Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

### **5. RESPONSIBILITIES OF THE CONTRACTOR**

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (MAY 2014) Rights in Data – General, may apply.

The Contractor shall comply with contract clause (52.204-21) to the Federal Acquisition Regulation (FAR) for the basic safeguarding of contractor information systems that process, store, or transmit Federal data received by the contract in performance of the contract. This includes contract documents and all information generated in the performance of the contract.

### **6. RESPONSIBILITIES OF THE ORDERING ACTIVITY**

Subject to the ordering activity security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite Highly Adaptive Cybersecurity Services.



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**7. INDEPENDENT CONTRACTOR**

All Highly Adaptive Cybersecurity Services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.

**8. ORGANIZATIONAL CONFLICTS OF INTEREST**

a. Definitions.

“Contractor” means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

“Contractor and its affiliates” and “Contractor or its affiliates” refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

An “Organizational conflict of interest” exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor’s or its affiliates’ objectivity in performing contract work.

- b. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

**9. INVOICES**

The Contractor, upon completion of the work ordered, shall submit invoices for Highly Adaptive Cybersecurity Services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

**10. RESUMES**

Resumes shall be provided to the GSA Contracting Officer or the user ordering activity upon request.

**11. APPROVAL OF SUBCONTRACTS**

The ordering activity may require that the Contractor receive, from the ordering activity Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.



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## 12. DESCRIPTION OF HIGHLY ADAPTIVE CYBERSECURITY SERVICES AND PRICING

- a. The Contractor shall provide a description of each type of Highly Adaptive Cybersecurity Service offered under Special Item Number 54151HACS for Highly Adaptive Cybersecurity Services and it should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.
- b. Pricing for all Highly Adaptive Cybersecurity Services shall be in accordance with the Contractor's customary commercial practices; e.g., hourly rates, minimum general experience and minimum education.

The following is an example of the manner in which the description of a commercial job title should be presented (see SCP FSS 004).

### EXAMPLE

Commercial Job Title: Computer Network Defense Analysis

Description: Uses defensive measures and information collected from a variety of sources to identify, analyze, and report events that occur or might occur within the network in order to protect information, information systems, and networks from threats.

Professionals involved in this specialty perform the following tasks:

- Provide timely detection, identification, and alerting of possible attacks/intrusions, anomalous activities, and misuse activities and distinguish these incidents and events from benign activities
- Provide daily summary reports of network events and activity relevant to Computer Network Defense practices
- Monitor external data sources (e.g., Computer Network Defense vendor sites, Computer Emergency Response Teams, SANS, Security Focus) to maintain currency of Computer Network Defense threat condition and determine which security issues may have an impact on the enterprise.

Knowledge, Skills and Abilities: Knowledge of applicable laws (e.g., Electronic Communications Privacy Act, Foreign Intelligence Surveillance Act, Protect America Act, search and seizure laws, civil liberties and privacy laws, etc.), statutes (e.g., in Titles 10, 18, 32, 50 in U.S. Code), Presidential Directives, executive branch guidelines, and/or administrative/criminal legal guidelines and procedures relevant to work performed

Minimum Experience: 5 Years

Minimum Education Requirements: a bachelor's of science degree with a concentration in computer science, cybersecurity services, management information systems (MIS), engineering or information science is essential.

Highly Desirable: Offensive Security Certified Professional (OSCP) or commercial Cybersecurity advanced certification(s).

### Labor Category Descriptions *SIN 54151HACS*



### **Business Analyst I**

**Minimum General Experience:** A minimum of four (4) years of experience, of which at least two (2) must be specialized. Specialized experience includes: developing functional requirements, conducting business analysis, or demonstrated problem-solving for complex business systems or environments. Competent to work in most phases of business analysis. Must demonstrate the ability to work independently or under only general direction.

**Functional Responsibility:** Provide Cybersecurity oversight, guidance and support in accordance with requirements. Provide leadership in penetration and security assessment testing, to remediate any identified vulnerabilities or threats. Ensure compliance with regulatory requirements and industry best practices. Analyze user needs to determine business, functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) of relevant experience.

### **Business Analyst II**

**Minimum General Experience:** A minimum of five (5) years of experience, of which at least two (2) must be specialized. Specialized experience includes: developing functional requirements, conducting business analysis, or demonstrated problem-solving for complex business systems or environments. Competent to work in most phases of business analysis with some experience as a team lead. Must demonstrate the ability to work independently or under only general direction.

**Functional Responsibility:** Provide Cybersecurity oversight, guidance and support in accordance with requirements. Provide leadership in penetration and security assessment testing, to remediate any identified vulnerabilities or threats. Ensure compliance with regulatory requirements and industry best practices. Analyze user needs to determine business, functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships. May work in a lead capacity on a project. Identifies resources required for each task.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Business Analysis III**

**Minimum General Experience:** A minimum of five (5) years of experience, of which at least three (3) must be specialized. Specialized experience includes: developing functional requirements, conducting business analysis, or demonstrated problem-solving for business systems or environments. Competent to work in most phases of business analysis with some experience as a team lead. Must demonstrate the ability to work independently or under only general direction.

**Functional Responsibility:** Provide Cybersecurity oversight, guidance and support in accordance with requirements. Provide leadership in penetration and security assessment testing, to remediate any identified vulnerabilities or threats. Ensure compliance with regulatory requirements and industry best practices. Provide technical security consultation on highly complex business projects. Analyze user needs to determine business, functional, and cross-functional requirements. Performs functional allocation to

identify required tasks and their interrelationships. May work in a lead capacity on a project. Identifies resources required for each task.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Cloud Security Architect III**

**Minimum General Experience:** Minimum of twelve (12) years of experience in an area of specialization associated with the requirement. Experience with Government or industry standards, processes, procedures, methodologies, or tools that support analysis as relative to the requirement.

**Functional Responsibility:** Develops and implements cloud technology strategies and solutions. Responsibilities may include cloud architecture development, cloud migration strategies, systems security, options paper development, or designing and leading project implementations for cloud solutions. Provides technical guidance and training to implementation teams as well as ensuring implementations follow best practices in configuration principles. Considered an expert in cloud security and architecture. Assists other team members with analysis and evaluation and with preparation of recommendations for cloud or system improvements, organization, development and/or maintenance efforts.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Database Administrator/Developer I**

**Minimum General Experience:** A minimum of two (2) years of experience in software design, development, installation, integration, evaluation, enhancement, maintenance, testing, administration or problem diagnosis/ resolution.

**Functional Responsibility:** Under general direction, designs, implements, administers and maintains moderately complex databases with respect to the operating system, access methods, access time, device allocation, validation checks, organization, and statistical methods. Maintains database dictionaries and integrates system through database design.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Database Administrator/Developer II**

**Minimum General Experience:** A minimum of four (4) years of technical experience in administration, analysis, and programming of computerized databases. Competent to work in most phases of database management.

**Functional Responsibility:** Under general direction, designs, implements, administers and maintains moderately complex databases with respect to the operating system, access methods, access time, device allocation, validation checks, organization, and statistical methods. Maintains database dictionaries and integrates system through database design.



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**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) of relevant experience.

**Database Administrator/Developer III**

**Minimum General Experience:** A minimum of six (6) years of technical experience in administration, analysis, and programming of computerized databases. Competent to work in most phases of database management.

**Functional Responsibility:** In a lead or leadership capacity, designs, implements, and maintains moderately complex databases with respect to the operating system, access methods, access time, device allocation, validation checks, organization, and statistical methods. Maintains database dictionaries and integrates system through database design. Interfaces with the client on a day-to-day basis. Supports the completion of project specific tasks within estimated time frames and budget constraints. Is capable of identifying best-practices, and creating and assessing performance measures relating to database administration, programming, or management.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

**Help Desk Specialist I**

**Minimum General Experience:** A minimum of one (1) year of help desk or call center experience.

**Functional Responsibility:** Provide Tier 1, 2, or 3 help desk support for agency-wide or system specific Cybersecurity systems. Coordinate user or system issues with security and technical team members to resolve issues. Coordinate tickets and services requests to other departments. Provides support to end users on a variety of issues. Identifies, researches, and resolves technical problems. Responds to telephone calls, email and personnel requests for technical support. Documents, tracks, and monitors the problem to ensure a timely resolution.

**Minimum Education:** High School Diploma

**Help Desk Specialist II**

**Minimum General Experience:** A minimum of three (3) years of help desk or call center experience.

**Functional Responsibility:** Provide Tier 1, 2, or 3 help desk support for agency-wide or system specific Cybersecurity systems. Coordinate user or system issues with security and technical team members to resolve issues. Coordinate tickets and services requests to other departments. Provides phone and in-person support to users in the areas of e-mail, directories, standard Windows desktop applications, and applications developed under this contract or predecessors; and serves as the initial point of contact for troubleshooting hardware/software PC and printer problems.

**Minimum Education:** Associates Degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.



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### **Information Security Analyst I**

**Minimum General Experience:** A minimum of three (3) years of technical experience in defining security program requirements or processes for the protection of sensitive or classified information. Competent to work in most phases of network, systems or application information assurance.

**Functional Responsibility:** Analyzes and defines security requirements for information protection. Defines and develops security policies. Designs, develops, engineers, and implements solutions that meet network, system, or application security requirements. Analyzes the sensitivity of information and performs vulnerability and risk assessments on the basis of defined sensitivity and information flow. Must demonstrate the ability to work independently or under only general direction.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Information Security Analyst II**

**Minimum General Experience:** A minimum of five (5) years of technical experience in defining security program requirements or processes for the protection of sensitive or classified information. Competent to work in most phases of network, systems or application information assurance.

**Functional Responsibility:** Analyzes and defines security requirements for information protection. Defines and develops security policies. Designs, develops, engineers, and implements solutions that meet network, system, or application security requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing needs. Analyzes the sensitivity of information and performs vulnerability and risk assessments on the basis of defined sensitivity and information flow. Must demonstrate the ability to work independently or under only general direction.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional three (3) years of relevant experience.

### **Information Security Analyst III**

**Minimum General Experience:** A minimum of eight (8) years of technical experience in defining security program requirements or processes for the protection of sensitive or classified information. Competent to work in all phases of network, systems, or application information assurance.

**Functional Responsibility:** Analyzes and defines security requirements for information protection. Defines and develops security policies. Designs, develops, engineers, and implements solutions that meet network, system, or application security requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing needs. Analyzes the sensitivity of information and performs vulnerability and risk assessments on the basis of defined sensitivity and information flow. Performs vulnerability/risk analyses of networks, computer systems, or applications during all phases of the system development lifecycle.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional three (3) of relevant experience.



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### **Network Administrator I**

**Minimum General Experience:** A minimum of one (1) year of technical or functional experience involved with installation, maintenance, advanced trouble shooting and administration of existing network systems. Includes local and wide area networks, data, voice, and telecommunications. Examples of disciplines: Network Systems Administration, Telecommunications Systems Administration, Network Security Administration, and Communications Systems Administration.

**Functional Responsibility:** Registers and assists new users and establishes security profiles. Assists with the installation of major network systems. Trouble shoots network problems as assigned. Monitors network performance and executes test plans. Creates technical documentation for users. Works under supervision within established parameters, but independent judgment is used.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Network Administrator II**

**Minimum General Experience:** A minimum of three (3) years of experience in software design, development, installation, integration, evaluation, enhancement, maintenance, testing, or problem diagnosis/ resolution.

**Functional Responsibility:** Performs requirement analysis, software design, development, installation, testing and maintenance for application system components for large-scale and distributed systems. Performs operating system, and/ or product evaluation, integration, testing, and problem diagnosis/ resolution. Provides technical leadership, reviews work products, and makes technical recommendations, as needed, for changes in the supported technical architecture.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) of relevant experience.

### **Network Administrator III**

**Minimum General Experience:** A minimum of six (6) years of technical or functional experience involved with installation, maintenance, advanced trouble shooting and administration of existing network systems. Includes local and wide area networks, data, voice, and telecommunications. Examples of disciplines: Network Systems Administration, Telecommunications Systems Administration, Network Security Administration, and Communications Systems Administration.

**Functional Responsibility:** Supports the project team in analyzing functional problems most feasible for processing the data. Supports in the preparation of definitions of functional problems. Supports in the development of analytical reports or other products.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.



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### **Network Engineer I**

**Minimum General Experience:** A minimum of two (2) years supporting and engineering of network communications.

**Functional Responsibility:** Under general supervision, oversees the purchase, installation, and support of network communications, including LAN/WAN systems. Works on problems of diverse scope where analysis of situation requires evaluation and judgment. Responsible for evaluating current systems. Assists in the planning of large-scale systems projects through vendor comparison and cost studies. Requires thorough knowledge of LAN/WAN systems, networks, and applications.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) of relevant experience.

### **Network Engineer II**

**Minimum General Experience:** A minimum of four (4) years supporting and engineering of network communications.

**Functional Responsibility:** Under general direction, manages the purchase, installation, and support of network communications, including LAN/WAN systems. Responsible for evaluating current systems. Works on complex problems where analysis of situation requires in-depth evaluation of various factors. Plans large-scale systems projects through vendor comparison and cost studies. Provides work leadership and training

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Principal Consultant**

**Minimum General Experience:** 5+ years of software engineering or related experience with 1+ year(s) of experience in large-scale systems in software design and/or development. Demonstrated ability in managing projects similar in scope and complexity to the project requirement. Requires competence and experience in human resource management, problem solving, and quality assurance techniques. Also requires excellent communication skills, both written and verbal.

**Functional Responsibility:** Responsible for coordinating, defining, staffing, and managing one or multiple projects. The Principal Consultant works across the business, IS management, Quality Assurance and Testing, Systems Analyst, Software Development, and Technical Writing teams to ensure the delivery of a high quality software application. Primary technical point of contact with Program Manager and various technical personnel on project. Develops project schedules, coordinates project status meetings, manages resources in all phases of software development lifecycle. Works with the project business owner to oversee delivery performance, ensure delivery quality and report schedule, cost, and execution performance.

**Minimum Education:** BS in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional 3 to 5 years of relevant experience.





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### **Project Manager I**

**Minimum General Experience:** Combination of three (3) years information technology experience, with experience in a management or supervisory capacity, plus experience in the functional area of the project to be managed.

**Functional Responsibility:** Responsible for supporting the planning and executing a project. Supports the preparation and sustainment of the project schedule and budget. One of the primary points of contact for the customer. Assists with overseeing all work and takes assists on taking corrective action as necessary to ensure project success.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Senior Consultant**

**Minimum General Experience:** 5+ years of systems analysis or programming experience, including four years in the areas of developing systems requirements and design specifications; two years of experience in project management/ task leader positions in development or implementation.

**Functional Responsibility:** Applies, as appropriate, activity and data modeling, transaction/workflow analysis, internal control and risk analysis and modern business methods, and performance measurement techniques. Provides technical direction to personnel performing systems analysis and system/ subsystem development tasks. Coordinates and performs logical and physical systems design. Reviews and prepares system documents and specifications. Prepares reports, studies, and documentation, delivers presentations, and participates in meetings.

**Minimum Education:** BS in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional 3 to 5 years of relevant experience.

### **Staff Developer**

**Minimum General Experience:** 3+ years of experience in software design, development, installation, integration, evaluation, enhancement, maintenance, testing, or problem diagnosis/resolution with a focus in Java.

**Functional Responsibility:** Performs requirements analysis, software design, development, installation, testing and maintenance for application system components for large-scale and distributed systems. Performs operating system, and/or product evaluation, integration, testing, and problem diagnosis/resolution. Provides technical leadership, reviews work products, and makes technical recommendations, as needed, for changes in the supported technical architecture. Major functions also include working in an object-oriented environment. Leads developing, implementing, and maintaining enterprise-wide information security capabilities.

**Minimum Education:** BS in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional 3 to 5 years of relevant experience



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### **Senior Systems Analyst**

**Minimum General Experience:** 5+ of systems analysis or programming experience and a minimum of two years in the areas of developing information systems.

**Functional Responsibility:** Applies, as appropriate, business process improvement practices to re-engineer methodologies, principles, and business process modernization projects. Coordinates and performs logical and physical systems design. Reviews and prepares system documents and specifications. Prepares reports, studies, and documentation, delivers presentations, and participates in meetings.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional 3-5 years of relevant experience.

### **Staff Systems Analyst**

**Minimum General Experience:** 2+ years of information systems project experience involving planning and performing studies and analyses of functional requirements and the derivation of automated processes that satisfy application requirements.

**Functional Responsibility:** Analyzes and defines security requirements. Supports the project team in analyzing functional problems most feasible for processing the data. Supports the preparation of definitions of functional problems. Supports in the development of analytical reports or other products. Analyzes business models and IT systems to determine security risks and risk management considerations.

**Minimum Education:** BS in Computer Science, Information Systems, Business Administration, related degree or an additional 3-5 years of relevant experience.

### **Subject Matter Expert**

**Minimum General Experience:** Minimum of ten years (10) of experience in an area of specialization associated with the requirement. Experience with Government or industry standards, processes, procedures, methodologies, or tools that support analysis as relative to the requirement.

**Functional Responsibility:** Provides Cybersecurity thought leadership in areas such as Governance, Risk, and Compliance, Security and Network Engineering, Cloud Security, and Security Operations. Provides minimally supervised support for difficult analysis and evaluation assignments. Has the ability to provide analysis and consulting to management level personnel. Performs analysis and evaluation of existing or proposed processes, applications, systems, security or software. Performs, and/or may direct, project planning, scope, control, management, tracking, or review. May perform functional requirements gathering for projects. Performs analysis and evaluation throughout the process, application, system, or software development life-cycle which includes, but is not limited to: planning, requirements, design, acquisition, development, integration, installation/deployment, performance tuning, testing, or training. Performs, or may direct, document development/preparation at various stages of a project life-cycle (e.g., planning through implementation) to detail analysis results and solution recommendations. Facilitates meetings such as joint application development (JAD) sessions to support the analysis process. Serves as a liaison between functional and technical specialists. Assists with testing to support the project life-cycle, as applicable. Uses methodologies, modeling/estimating techniques, tools, applications, systems, software, or databases at advanced levels to perform assigned tasks. Has the ability to perform strategic consulting initiatives as well as cost-benefit analysis and business/technology alignment. Ability to use experience in a certain subject area to provide strategic business consulting. Ensures compliance with, and/or may



develop, the standards and organization requirements relative to specific assignments. Provides staff supervision or management.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional three (3) years of relevant experience.

### **Subject Matter Expert II**

**Minimum General Experience:** Minimum of ten (10) years of experience in an area of specialization associated with the requirement. Experience with Government or industry standards, processes, procedures, methodologies, or tools that support analysis as relative to the requirement.

**Functional Responsibility:** Provides Cybersecurity thought leadership in areas such as Governance, Risk, and Compliance, Security and Network Engineering, Cloud Security, and Security Operations. Defines problems, analyzes potential solutions, and develops plans and requirements in the subject matter area. Coordinates and manages the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems specifications in the following specialities: information systems architecture; Cybersecurity; networking; telecommunications; automation; communicating protocols; Business Process Reengineering; risk management/electronic analysis; software lifecycle management; software development methodologies; or modeling and simulation.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Subject Matter Expert III**

**Minimum General Experience:** Minimum of twelve (12) years of experience in an area of specialization associated with the requirement. Experience with Government or industry standards, processes, procedures, methodologies, or tools that support analysis as relative to the requirement.

**Functional Responsibility:** Provides Cybersecurity thought leadership in areas such as Governance, Risk, and Compliance, Security and Network Engineering, Cloud Security, and Security Operations. Provides technical, managerial, and administrative direction for problem definition, analysis, requirements development, and implementation for complex systems in the subject matter area. Makes recommendations and advises on organization-wide system improvements, optimization or maintenance efforts in the following specialities: information systems architecture; Cybersecurity; networking; telecommunications; automation; communications protocols; Business Process Reengineering; risk management/electronic analysis; software lifecycle management; software development methodologies; or modeling and simulation.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Systems Engineer I**

**Minimum General Experience:** A minimum of three (3) years of technical experience involved in providing total systems overview consultation to provide the client with the most practical and technically



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sound products and solutions available. Systems include integration of software, hardware, networks, subsystems, peripheral components, and interfaces.

**Functional Responsibility:** Assesses moderately complex problems and investigates, develops, appraises, selects, and presents solutions. Involved in specifications development, implementation, testing and documenting engineering systems and equipment. Verifies technical designs to ensure cost effectiveness. Responsible for researching, planning and overseeing the implementation of moderately complex systems level design concepts and equipment to include interfacing. Works under minimal supervision and independently performs duties of moderate complexity

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Systems Engineer II**

**Minimum General Experience:** A minimum of five (5) years of technical experience involved in providing total systems overview consultation to provide the client with the most practical and technically sound products and solutions available. Systems include integration of software, hardware, networks, subsystems, peripheral components, and interface.

**Functional Responsibility:** Senior-level professional; able to independently accomplish complex requirements. Assesses complex problems and investigates, develops, appraises, selects, and presents solutions. Initiates concept development and trade-off studies. Interfaces extensively with customers, employees, and managers. Devises tests to use in evaluating, debugging and checking of equipment and systems for accurate and dependable conformance to specifications. Responsible for researching, planning and overseeing the implementation of complex systems level design concepts and equipment to include interfacing. Provides guidance to less experienced systems engineers. Performs complex assignments with little guidance.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Systems Engineer III**

**Minimum General Experience:** A minimum of eight (8) years of technical experience involved in providing total systems overview consultation to provide the client with the most practical and technically sound products and solutions available. Systems include integration of software, hardware, networks, subsystems, peripheral components and interfaces.

**Functional Responsibility:** Considered an expert in one or more disciplines or systems. Conceptualizes broad requirements of system and translates into plans for design, development and implementation. Consults with customers at the highest levels to recommend systems solutions. Researches new technologies and presents new concepts as a systems expert. Has full technical knowledge of all phases of systems design. Resolves highly complex systems problems. Provides high level expertise in writing technical proposals. Provides guidance and direction in all aspects of major projects. Performs highly complex responsibilities with considerable latitude.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional three (3) years of relevant experience.

### **Technical Writer I**



**Minimum General Experience:** A minimum of two (2) years of experience in writing, editing, and preparing business or technical documentation. Experience with and knowledge of Department of Defense (DoD), Federal Information Processing (FIP), Government Printing Office (GPO), or commercial documentation standards as appropriate to the assignment.

**Functional Responsibility:** Provide technical edits to various documentation such as manuals, reports, and presentations. Analyze existing and developing content; suggest enhancements to content and its presentation. Responsible for documentation development and preparation throughout the production cycle that can include: technical writing/editing, editorial consultation, copy design/editing, proofreading, or overall documentation review. Checks documents for spelling, grammar, organization, consistency, and content. Ensures that documents follow the appropriate style guide.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Technical Writer II**

**Minimum General Experience:** A minimum of four (4) years of experience in writing, editing, and preparing business or technical documentation. Experience with and knowledge of Department of Defense (DoD), Federal Information Processing (FIP), Government Printing Office (GPO), or commercial documentation standards as appropriate to the assignment.

**Functional Responsibility:** Provides technical edits to documentation, manuals, reports, or any other related documents or presentations. Possesses a thorough understanding of the scientific and technical subject matter, documentation content, and requirements. Responsible for documentation development and preparation throughout the production cycle that can include: technical writing/editing, editorial consultation, copy design/editing, proofreading, or overall documentation review. Checks documents for spelling, grammar, organization, consistency, and content. Ensures that documents follow the appropriate style guide. Interfaces with the client on a day-to-day basis.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

### **Telecommunications Engineer II**

**Minimum General Experience:** A minimum of five (5) years of telecommunications design, implementation or maintenance.

**Functional Responsibility:** Must be technically current in telecommunications systems design functions and project planning relating to large scale distributed computer systems and equivalent design work related to medium and smaller scale "stand-alone" systems; provides senior level technical staff functions regarding new systems design efforts; provides high-level expertise in design decisions relating to hardware systems configurations, software design and database, user interface design, and display features for operational display systems; serves as a senior level manager of large multi-disciplined department of telecommunication engineers, human factors, and specialty technical personnel involved in the design and development of the advanced automation systems.

**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.



**Web Developer I**

**Minimum General Experience:** A minimum of three (3) years of progressive experience in programming and systems analysis of Web-based programming languages. Competent to work in most phases of web programming or development.

**Functional Responsibility:** Under general direction, responsible for program design, coding, testing, debugging and documentation. Has full technical knowledge of all phases of web-based applications systems analysis and programming. Has a general understanding of the business or function for which applications is designed.

**Minimum Education:** Bachelor’s degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

**Web Developer II**

**Minimum General Experience:** A minimum of five (5) years of progressive experience, of which two (2) must be specialized in programming and systems analysis of Web-based programming languages. Competent to work in most phases of web programming or development.

**Functional Responsibility:** Formulates/defines system scope and objectives for assigned projects. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitation, operating time and form of desired results. Prepares detailed specifications from which programs will be written. Responsible for program design, coding, testing, debugging and documentation. Has full technical knowledge of all phases of web-based applications systems analysis and programming. Has good understanding of the business or function for which applications is designed. Also has duties instructing, directing and checking the work of other systems analysis and programming personnel. Responsible for quality assurance review. Responsible for directing and monitoring the work of team members. May be responsible for project completion and user satisfaction. Must demonstrate the ability to work independently or under only general direction.

**Minimum Education:** Bachelor’s degree in Computer Science, Information Systems, Mathematics, Engineering, related degree or an additional two (2) years of relevant experience.

**Labor Category  
SIN 54151HACS**

<b>Business Analyst I</b>	<b>\$92.43</b>
<b>Business Analyst II</b>	<b>\$104.91</b>
<b>Business Analyst III</b>	<b>\$129.17</b>
<b>Cloud Security Architect III</b>	<b>\$273.82</b>
<b>Database Administrator/Developer I</b>	<b>\$64.45</b>
<b>Database Administrator/Developer II</b>	<b>\$89.73</b>
<b>Database Administrator/Developer III</b>	<b>\$99.13</b>
<b>Help Desk I</b>	<b>\$41.53</b>
<b>Help Desk II</b>	<b>\$59.34</b>
<b>Information Security Analyst I</b>	<b>\$81.84</b>



<b>Information Security Analyst II</b>	<b>\$110.40</b>
<b>Information Security Analyst III</b>	<b>\$127.87</b>
<b>Network Administrator I</b>	<b>\$69.89</b>
<b>Network Administrator II</b>	<b>\$92.07</b>
<b>Network Administrator III</b>	<b>\$109.56</b>
<b>Network Engineer I</b>	<b>\$82.06</b>
<b>Network Engineer II</b>	<b>\$97.18</b>
<b>Principal Consultant</b>	<b>\$158.68</b>
<b>Project Manager I</b>	<b>\$86.96</b>
<b>Senior Consultant</b>	<b>\$116.62</b>
<b>Senior Systems Analyst</b>	<b>\$119.69</b>
<b>Staff Developer</b>	<b>\$91.04</b>
<b>Staff Systems Analyst</b>	<b>\$102.30</b>
<b>Subject Matter Expert</b>	<b>\$173.90</b>
<b>Subject Matter Expert II</b>	<b>\$222.16</b>
<b>Subject Matter Expert III</b>	<b>\$283.82</b>
<b>Systems Engineer I</b>	<b>\$85.32</b>
<b>Systems Engineer II</b>	<b>\$100.61</b>
<b>Systems Engineer III</b>	<b>\$110.47</b>
<b>Technical Writer I</b>	<b>\$71.61</b>
<b>Technical Writer II</b>	<b>\$80.81</b>
<b>Telecommunications Engineer II</b>	<b>\$83.48</b>
<b>Web Developer I</b>	<b>\$89.00</b>
<b>Web Developer II</b>	<b>\$107.41</b>