



GENERAL SERVICES ADMINISTRATION

Federal Acquisition Service

Authorized Federal Supply Schedule FSS Price List

Online access to contract ordering information, terms and conditions, pricing, and the option to create an electronic delivery order are available through GSA Advantage!®.

The website for GSA Advantage!® is: <https://www.GSAAdvantage.gov>.

Multiple Award Schedule

FSC GROUP: Professional Services

FSC CLASS: R425

**CONTRACT NUMBER:
GS-00F-135GA**

Applied Research Solutions, Inc
51 Plum St., Suite 240
Beavercreek, OH 45440
Phone: (937) 912-6100 Fax: (937) 912-6101
Contract Administrator: Catherine Keenan
ckeenan@appliedres.com

**PERIOD COVERED BY CONTRACT:
March 8, 2017 through March 7, 2027**

Business Size: Small Business

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

Price List current through Modification PS-0028, effective January 21, 2025

Prices Shown Herein are Net (discount deducted)



CUSTOMER INFORMATION:

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

- 541330ENG / RC - Engineering Services*
- 541380 / RC - Testing Laboratory Services*
- 541420 / RC - Engineering System Design and Integration Services*
- 541715 / RC - Engineering Research and Development and Strategic Planning*
- 54151HACS / RC / STOLC - Highly Adaptive Cybersecurity Services (HACS)*
- 561210FAC / RC - Facilities Maintenance and Management*
- OLM / RC – Order Level Materials*

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

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

2. Maximum Order:

SIN	Max Order Amount
541330ENG	\$1,000,000.00
541380	\$1,000,000.00
541420	\$1,000,000.00
541715	\$1,000,000.00
54151HACS	\$500,000
561210FAC	\$1,000,000.00
OLM	\$250,000

3. Minimum Order: \$100.00

4. Geographic Coverage (delivery Area): Domestic delivery that includes all U.S. Territories

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

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

7. Quantity discounts: Additional 2% discount on individual task orders over \$600,000. The quantity discount will be applied to the individual task order original quote and awarded package. There will not be tiered discounts thereafter. If Applied Research Solutions Inc receives an order under the Quantity/Volume Discount threshold, and then receives a modification that puts the order over the Quantity/Volume Discount threshold, then Applied Research Solutions Inc agrees to apply the 2% discount to the additional amount above the Quantity/Volume Discount threshold.

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



9. Foreign items (list items by country of origin): *None*
- 10a. Time of Delivery (Contractor insert number of days): *Specified on the Task Order*
- 10b. Expedited Delivery. The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: *Contact Contractor*
- 10c. Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery is available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: *Contact Contractor*
- 10d. Urgent Requirements. The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery: *Contact Contractor*
11. F.O.B Points: *Destination*
- 12a. Ordering Address: *Same as Contractor*
- 12b. Ordering procedures: *For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s), are found in Federal Acquisition Regulation (FAR) 8.405-3.*
13. Payment address: *Same as Contractor*
14. Warranty provision: *Contractor’s standard commercial warranty.*
15. Export Packing Charges (if applicable): *N/A*
16. Terms and conditions of rental, maintenance, and repair (if applicable): *N/A*
17. Terms and conditions of installation (if applicable): *N/A*
- 18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): *N/A*
- 18b. Terms and conditions for any other services (if applicable): *N/A*
19. List of service and distribution points (if applicable): *N/A*
20. List of participating dealers (if applicable): *N/A*
21. Preventive maintenance (if applicable): *N/A*
- 22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants): *N/A*
- 22b. If applicable, indicate that Section 508 compliance information is available for the information and communications technology (ICT) products and services and show where full details can be found



(e.g. contractor's website or other location.) ICT accessibility standards can be found at: <https://www.Section508.gov/>. *N/A*

23. Unique Entity Identifier (UEI) number: *KHUUB19KDMA3*

24. Notification regarding registration in System of Award (SAM) database: *CAGE Code: 4YHD4*

APPLIED RESEARCH SOLUTIONS, INC'S GSA PRICE LIST

SINS	LABOR CATEGORY	GSA PRICE
541330ENG; 541380; 541420; 541715	Project Support I	\$47.92
541330ENG; 541380; 541420; 541715	Junior Computer System Analyst	\$58.90
541330ENG; 541380; 541420; 541715	Engineer/Scientist Co-op	\$60.60
541330ENG; 541380; 541420; 541715	Software Engineer 1	\$71.85
541330ENG; 541380; 541420; 541715	Senior Systems Administrator	\$76.44
541330ENG; 541380; 541420; 541715	Program Control Specialist	\$83.15
541330ENG; 541380; 541420; 541715	Engineer/Scientist 1	\$92.85
541330ENG; 541380; 541420; 541715	Senior Software Engineer	\$96.09
541330ENG; 541380; 541420; 541715	Instructional Design Specialist 2	\$98.67
541330ENG; 541380; 541420; 541715	Engineer/Scientist 2	\$113.98
541330ENG; 541380; 541420; 541715	Engineer/Scientist 3	\$120.45
541330ENG; 541380; 541420; 541715	Senior Architect	\$127.40
541330ENG; 541380; 541420; 541715	Staff Information Engineer	\$146.78
541330ENG; 541380; 541420; 541715	Project Manager 2	\$147.28
541330ENG; 541380; 541420; 541715	Chief Engineer/Scientist	\$163.20
541330ENG; 541380; 541420; 541715	Program Manager	\$203.01



SINS	LABOR CATEGORY	GSA PRICE
54151HACS	Technologies SME III	\$255.37
54151HACS	Technologies SME II	\$225.29
54151HACS	Technologies SME I	\$207.69
54151HACS	Cybersecurity SME	\$163.18
54151HACS	Analysis Systems Solution SME	\$125.52
54151HACS	System Cybersecurity III	\$124.03
54151HACS	System Cybersecurity II	\$122.83
54151HACS	System Cybersecurity I	\$90.24
54151HACS	Application Cybersecurity SME	\$135.63
54151HACS	Personnel Cybersecurity III	\$123.79
54151HACS	Personnel Cybersecurity II	\$105.36
54151HACS	Applications Software III	\$114.54
54151HACS	Network Services III	\$108.76
54151HACS	Network Services II	\$101.27
54151HACS	Network Services I	\$78.53
54151HACS	Enterprise Architect III	\$120.52
54151HACS	Database Management III	\$101.69
54151HACS	Database Management II	\$87.16
54151HACS	Test Management III	\$125.45
54151HACS	Intelligence Support III	\$114.19
54151HACS	Intelligence Support I	\$78.18
54151HACS	Program Manager III	\$141.20
54151HACS	Program Manager II	\$135.55
54151HACS	Program Manager I	\$95.27
54151HACS	Configuration and CDRL Data Manager (CM/DM) III	\$119.25



SINS	LABOR CATEGORY	GSA PRICE
54151HACS	Configuration and CDRL Data Manager (CM/DM) II	\$95.17
54151HACS	Configuration and CDRL Data Manager (CM/DM) I	\$66.05
54151HACS	Cyber System Engineer III	\$176.96
54151HACS	Cyber System Engineer II	\$113.11
54151HACS	Cyber System Engineer I	\$72.85
541330ENG	Junior Administrative Professional	\$66.99
541330ENG	Journeyman Administrative Professional	\$79.07
541330ENG	Senior Administrative Professional	\$95.45
541330ENG	SME – Administrative Professional	\$116.30
541330ENG; 541420	Junior Editor	\$83.12
541330ENG; 541420	Journeyman Editor	\$99.08
541330ENG; 541420	Senior Editor	\$137.89
541330ENG; 541420	SME – Editor	\$175.67
541330ENG; 541420; 541715	Junior Operations Research Analyst	\$111.41
541330ENG; 541420; 541715	Journeyman Operations Research Analyst	\$148.98
541330ENG; 541420; 541715	Senior Operations Research Analyst	\$184.34
541330ENG; 541420; 541715	SME – Operations Research Analyst	\$236.37
541330ENG; 541380; 541420; 541715	Junior Statistician	\$109.35
541330ENG; 541380; 541420; 541715	Journeyman Statistician	\$138.40
541330ENG; 541380; 541420; 541715	Senior Statistician	\$173.94
541330ENG; 541380; 541420; 541715	SME - Statistician	\$222.23
541330ENG; 541420; 541715	Junior Writer	\$96.69
541330ENG; 541420; 541715	Journeyman Writer	\$114.19
541330ENG; 541420; 541715	Senior Writer	\$177.55
541330ENG; 541420; 541715	SME – Writer	\$229.20



SINS	LABOR CATEGORY	GSA PRICE
541330ENG; 541420	Junior Financial Analyst	\$119.75
541330ENG; 541420	Journeyman Financial Analyst	\$147.20
541330ENG; 541420	Senior Financial Analyst	\$195.36
541330ENG; 541380; 541420; 541715	Junior Business Operations Specialist	\$100.39
541330ENG; 541380; 541420; 541715	Journeyman Business Operations Specialist	\$121.97
541330ENG; 541380; 541420; 541715	Senior Business Operations Specialist	\$155.77
541330ENG; 541380; 541420; 541715	SME - Business Operations Specialist	\$197.35
541330ENG	Junior Budget Analyst	\$95.30
541330ENG	Journeyman Budget Analyst	\$114.64
541330ENG	Senior Budget Analyst	\$139.56
541330ENG	SME Budget Analyst	\$172.75
541330ENG; 541380; 541420; 541715	Junior Chemical Engineer	\$137.88
541330ENG; 541380; 541420; 541715	Journeyman Chemical Engineer	\$167.47
541330ENG; 541380; 541420; 541715	Senior Chemical Engineer	\$207.46
541330ENG; 541380; 541420; 541715	SME – Chemical Engineer	\$261.95
541330ENG; 541380; 541420; 541715	Junior Specialty Engineer	\$150.86
541330ENG; 541380; 541420; 541715	Journeyman Specialty Engineer	\$171.23
541330ENG; 541380; 541420; 541715	Senior Specialty Engineer	\$196.24
541330ENG; 541380; 541420; 541715	SME - Specialty Engineer	\$236.77
541330ENG; 541380; 541420; 541715; 561210FAC	Junior Engineer	\$129.12
541330ENG; 541380; 541420; 541715; 561210FAC	Journeyman Engineer	\$155.49
541330ENG; 541380; 541420; 541715; 561210FAC	Senior Engineer	\$176.51
541330ENG; 541380; 541420; 541715; 561210FAC	SME - Engineer	\$212.95



SINS	LABOR CATEGORY	GSA PRICE
541330ENG; 541420	Junior Business Operations Manager	\$177.00
541330ENG; 541420	Journeyman Business Operations Manager	\$231.21
541330ENG; 541420	Senior Business Operations Manager	\$273.90
541330ENG; 541380; 541420; 541715	Junior Technical Manager	\$182.86
541330ENG; 541380; 541420; 541715	Journeyman Technical Manager	\$221.82
541330ENG; 541380; 541420; 541715	Senior Technical Manager	\$255.56
541330ENG; 541380; 541420; 541715	SME - Technical Manager	\$317.28
541330ENG; 541420; 561210FAC	Junior Resource Manager	\$144.02
541330ENG; 541420; 561210FAC	Journeyman Resource Manager	\$169.34
541330ENG; 541420; 561210FAC	Senior Resource Manager	\$212.22
541330ENG; 541420; 561210FAC	SME - Resource Manager	\$258.09
541330ENG; 541380; 541420; 541715	Junior Physicist/Scientist and Science Technician	\$167.07
541330ENG; 541380; 541420; 541715	Journeyman Physicist/Scientist and Science Technician	\$207.03
541330ENG; 541380; 541420; 541715	Senior Physicist/Scientist and Science Technician	\$248.37
541330ENG; 541380; 541420; 541715	Junior Nuclear Scientist and Science Technician	\$130.89
541330ENG; 541380; 541420; 541715	Journeyman Nuclear Scientist and Science Technician	\$167.95
541330ENG; 541380; 541420; 541715	Senior Nuclear Scientist and Science Technician	\$195.45
541330ENG; 541380; 541420; 541715	SME – Nuclear Scientist and Science Technician	\$252.87
541330ENG; 541380; 541420; 541715	Junior Atmospheric and Space Scientist and Science Technician	\$119.59
541330ENG; 541380; 541420; 541715	Journeyman Atmospheric and Space Scientist and Science Technician	\$143.01
541330ENG; 541380; 541420; 541715	Senior Atmospheric and Space Scientist and Science Technician	\$165.96
541330ENG; 541380; 541420; 541715	SME - Atmospheric and Space Scientist and Science Technician	\$198.02
561210FAC	Junior Facility Operations Manager	\$122.31
561210FAC	Journeyman Facility Operations Manager	\$150.34
561210FAC	Senior Facility Operations Manager	\$199.52



SINS	LABOR CATEGORY	GSA PRICE
561210FAC	SME Facility Operations Manager	\$255.22
561210FAC	Junior Logistics Technician	\$85.63
561210FAC	Journeyman Logistics Technician	\$104.02
561210FAC	Senior Logistics Technician	\$111.80
561210FAC	Junior Mechanical Engineer	\$131.87
561210FAC	Journeyman Mechanical Engineer	\$158.79
561210FAC	Senior Mechanical Engineer	\$180.28
561210FAC	SME Mechanical Engineer	\$217.48
561210FAC	Journeyman Engineering Technician	\$80.55
561210FAC	Interior Designer	\$89.32
561210FAC	Warehouse Supervisor	\$147.08
561210FAC	Junior Material Handler	\$37.31
561210FAC	Security Escort	\$52.86

Service Contract Labor Standards (SCLS) Matrix

SCLS Eligible Labor Category	SCLS Equivalent Code Title	Wage Determination No
Engineer / Scientist Co-op	30081- Engineering Technician I	2015-4731
Junior Administrative Professional	01020 - Administrative Assistant	2015-4731
Journeyman Administrative Professional	01112 - General Clerk II	2015-4731
Junior Editor	30461 - Technical Writer I	2015-4731
Junior Writer	30462 - Technical Writer II	2015-4731

The Service Contract Labor Standards (SCLS), formerly known as the Service Contract Act (SCA), is applicable to this contract and it includes SCLS applicable labor categories. The prices for the cited SCLS labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS matrix. The prices awarded are in line with the geographic scope of the contract (i.e. nationwide).



LABOR CATEGORY DESCRIPTIONS

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
Project Support I	Provides knowledge of principles and processes for delivering customer services including customer needs assessment, application of quality standards for services, and evaluation of customer satisfaction. Significant contact with others inside and outside the work area. Prioritizes assignments, communicates with supervisors, peers, and subordinates. Provides compiling, coding, categorizing, calculating, tabulating, auditing, or verifying information.	Bachelors	1	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Junior Computer System Analyst	Works under direction of senior project staff on computer systems that are moderately complex to analyze, plan, program, and operate. Analyzes and develops computer software having a wide range of capabilities, including numerous engineering, business, and records management. Develops plans for automation systems from project inception to conclusion. Analyzes the problem and the information to be processed.	Bachelors	0	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Engineer/Scientist Co-op	Under the supervision of senior engineering personnel, performs engineering and other tasks as assigned.	High School	0	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Software Engineer 1	Assists senior software engineers with routine assignments. Applies fundamental knowledge of operating systems and programming languages. Works on well- defined problems and learns under direct supervision.	Bachelors	1	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Senior Systems Administrator	Perform all of the Systems Administrator duties and able to integrate new technologies into new and existing systems, including the transition and migration of corporate systems. The isolation and resolution of complex hardware and software problems involving the application, the operating system, the hardware, the communications infrastructure, or any combination thereof.	Bachelors	5	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
				experience in the specific field of functional responsibility
Program Control Specialist	Performs analysis and evaluation of financial information associated with budget, forecast, pricing, cost estimating, planning and control. Interprets data to determine present and future financial performance. Performs studies and summarizes recommendations related to future trends and impact to the program.	Bachelors	2	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Engineer/Scientist 1	Performs systems analyses, design, test and evaluation activities as part of an engineering team. Applies broad technical knowledge of engineering and computer programming languages and principles, techniques and established practices and procedures to projects where technical problems and objectives require further definition.	Bachelors	1	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Senior Software Engineer	Technical leader and manager for multiple tasks in design, implementation, and integration of software or independently performs exceptionally complex software development tasks. Ensures efficient delivery of contract capabilities using industry standards and repeatable processes. Mitigates risks, controls costs and schedule variance, and effectively manages large scale, integrated projects.	Masters	5	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Instructional Design Specialist 2	Leads the planning, development and coordination of course design for personnel and customers. Assists in the development of specifications for content of courses. Updates course documentation on a continuous basis to ensure timeliness and relevance. Possesses good command of writing and communication skills. Acts as a project leader and directs the work of others, as necessary.	Bachelors	3	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Engineer/Scientist 2	Participates in the design, specification and development of systems and tools for new programs as well as enhancements, modifications and corrections to existing systems and/or tools. Applies advanced knowledge of engineering and computer programming languages and principles, techniques and established practices and procedures to projects where technical problems	Bachelors	6	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
	and objectives require further definition. Recommends system architectures, allocates requirements and prepares specifications. Works under limited supervision and may provide technical direction to one or more professional technical persons on a project.			experience in the specific field of functional responsibility
Engineer/Scientist 3	Conducts or participates in the design, specification and development of systems and/or tools for new programs as well as enhancements, modifications and corrections to existing systems and tools. Exercises independent judgment and creativity on a regular basis in solving highly complex, major technical problems and provides advice and recommendations. Performs in-depth studies and analysis including formulating parameters and factors to be considered, and validates the results. Maintains broad and extensive knowledge of engineering and computer programming languages and principles, techniques and established practices and procedures. Often acts as a technical leader and directs the work of other staff members, as necessary.	Bachelors	10	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Senior Architect	Support the development of cross functional or large-scale automated information systems to include enterprise architectures. Designs system architecture to include the software, hardware and communications support the total requirements and provides for present and future cross functional requirements and interfaces. Provides comprehensive definition of all aspects of system development from analysis of mission needs to verification of system performance. Performs evaluation of system alternative and assessment of risk and costs.	Bachelors	10	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Staff Information Engineer	Performs advanced and complex systematic reviews of selected functions to determine application and design of systems or models. Develops and updates functional or operating manuals outlining established methods of performing work in accordance with organizational policy. Acting as the technical manager, manages program consisting of multiple projects including project identification, design, development and delivery. Provides technical guidance and assists with problem resolution.	Bachelors	12	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Project Manager 2	Responsible for a functional area that performs one or all of the following: System development, implementation, installation, testing, modification or operation of complex equipment and systems.	Bachelors	5	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
	Develops and implements project plans. Monitors and provides project status.			Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Chief Engineer/Scientist	Analyzes C2/Information technology system performance parameters to verify both the predicted and measured system technical performance measures are met. Verifies development, implementation, and application of derived algorithms.	Masters	10	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Program Manager	Develops, plans, implements and controls assigned portions of relevant program. Establishes performance objectives for assigned programs. Ensures cost, technical and schedule objectives are met. Reports program progress and status. Serves as primary contact between Customer and the Contractor.	Bachelors	10	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Technologies SME III	Responsible for providing cyber technologies subject matter expertise to necessary personnel, utilizing knowledge of theory, principles or technology to meet the criteria, procedures and guidance of specific processes, to advise or recommend a solution in the field of expertise, review and provide analysis of existing processes and assist in developing or establishing of new procedures and techniques.	Masters	20	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Technologies SME II	Responsible for providing cyber technologies subject matter expertise to necessary personnel, utilizing knowledge of theory, principles or technology to meet the criteria, procedures and guidance of specific processes, to advise or recommend a solution in the field of expertise, review and provide analysis of existing processes and assist in developing or establishing of new procedures and techniques.	Masters	18	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Technologies SME I	Responsible for providing cyber technologies subject matter expertise to necessary personnel, utilizing knowledge of theory, principles or technology to meet the criteria, procedures and guidance of specific processes, to advise or	Masters	15	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
	recommend a solution in the field of expertise, review and provide analysis of existing processes and assist in developing or establishing of new procedures and techniques.			Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Cybersecurity SME	The cybersecurity subject matter expert serves as an Information System Security Manager (ISSM) and acts as technical advisor to Authorizing Officials (AOs). The organization's cybersecurity program is developed by the ISSM that includes cybersecurity architecture, requirements, objectives and policies, cybersecurity personnel, and cybersecurity processes and procedures. The ISSM is also in charge of the continuous monitoring of systems within their purview to ensure compliance with cybersecurity policies.	Masters	15	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Analysis Systems Solution SME	Have comprehensive cyber knowledge and understanding of principles, policies and practices of acquisition and sustainment in the disciplines of systems engineering, server administration, network engineering, firewall and gateway systems, operating systems, and software applications as applied to Cyberspace Defense Analysis weapon system or similar Data Loss Prevention system. Have detailed knowledge of Voice over Internet Protocol, Radio Frequency Monitoring System, and advanced knowledge of Forensic Analysis.	Masters	15	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
System Cybersecurity III	Responsible for ensuring the cybersecurity policy is implemented correctly on all systems to mitigate threats and prevent cyber attacks on information systems and certifying all system requirements and policies are met. Ensure compliance with DoD and Air Force Certification and Accreditation policies, specifically Department of Defense Instruction (DoDI) 8510.01, Risk Management Framework (RMF) for DoD Information Technology. The substitution methodology for Bachelor's does not apply.	Bachelors	15	Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
System Cybersecurity II	Responsible for ensuring the cybersecurity policy is implemented correctly on all systems to mitigate threats and prevent cyber attacks on information systems and certifying all system requirements and policies are met. Ensure compliance with DoD and Air Force Certification and Accreditation policies, specifically Department of Defense Instruction (DoDI) 8510.01, Risk Management Framework (RMF) for DoD Information Technology. The substitution methodology for Bachelor's does not apply.	Bachelors	10	Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
System Cybersecurity I	Responsible for ensuring the cybersecurity policy is implemented correctly on all systems to mitigate threats and prevent cyber attacks on information systems and certifying all system requirements and policies are met. Ensure compliance with DoD and Air Force Certification and Accreditation policies, specifically Department of Defense Instruction (DoDI) 8510.01, Risk Management Framework (RMF) for DoD Information Technology. The substitution methodology for Bachelor's does not apply.	Bachelors	4	Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Application Cybersecurity SME	Responsible for having ample cyber knowledge of computer capabilities, subject matter and symbolic logic to ensure all system and application deliverables meet policy requirements, updating, repairing, modifying and expanding existing computer systems to certify all activities meet requirements specified by an overarching organization and testing logical structure to identify problems with software assurance.	Bachelors	15	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Personnel Cybersecurity III	Responsible for ensuring the confidentiality and integrity of cyber systems, networks and data, conducting risk and vulnerability assessments by analyzing data to spot trends, facilitating the gathering and analysis of information on the latest risks and determining the impact and implementing corrective actions. Ensure personnel performing cybersecurity activities obtain, and remain current with, technical and/or management certifications. The substitution methodology for Bachelor's does not apply.	Bachelors	15	Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Personnel Cybersecurity II	Responsible for ensuring the confidentiality and integrity of cyber systems, networks and data, conducting risk and vulnerability assessments by analyzing data to spot trends, facilitating the gathering and analysis of information on the latest risks and determining the impact and implementing corrective actions. Ensure personnel performing cybersecurity activities obtain, and remain current with, technical and/or management certifications. The substitution methodology for Bachelor's does not apply.	Bachelors	10	Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Applications Software III	Responsible for designing and implementing new or existing cyber applications software in conjunction with hardware product development, maintaining program documentation, analyzing and refining system requirements to determine feasibility of design and consulting with POCs to	Bachelors	15	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
	advise and support new and existing applications software.			additional relevant work experience in the specific field of functional responsibility
Network Services III	Responsible for planning, analyzing, administering, designing and developing cyber networked systems used for the transmission of information, analyzing network workload, including traffic and utilization trends to monitor network capacity and performance as well as installing upgraded network operating systems software. The substitution methodology for Bachelor's does not apply.	Bachelors	15	Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Network Services II	Responsible for planning, analyzing, administering, designing and developing cyber networked systems used for the transmission of information, analyzing network workload, including traffic and utilization trends to monitor network capacity and performance as well as installing upgraded network operating systems software. The substitution methodology for Bachelor's does not apply.	Bachelors	10	Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Network Services I	Responsible for planning, analyzing, administering, designing and developing cyber networked systems used for the transmission of information, analyzing network workload, including traffic and utilization trends to monitor network capacity and performance as well as installing upgraded network operating systems software. The substitution methodology for Bachelor's does not apply.	Bachelors	4	Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Enterprise Architect III	Responsible for determining cyber gaps between current and target architecture and recommending changes for the architecture of IT solutions, providing enterprise architecture guidance, support and coordination to ensure compliance with operational processes and maintaining records to document the enterprise architecture infrastructure, technology portfolio and key processes. The substitution methodology for Bachelor's does not apply.	Bachelors	15	Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Database Management III	Responsible for analyzing cyber procedures and problems to recommend data requirements and specifications, understanding database development and designing, normalizing, developing and installing database systems, evaluating and developing new systems to improve production and analyzing and planning for anticipated changes in data capacity to improve workflow as required.	Bachelors	15	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
Database Management II	Responsible for analyzing cyber procedures and problems to recommend data requirements and specifications, understanding database development and designing, normalizing, developing and installing database systems, evaluating and developing new systems to improve production and analyzing and planning for anticipated changes in data capacity to improve workflow as required.	Bachelors	10	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Test Management III	Responsible for providing cyber test support services, directing and exercising control over operational, functional and performance phases of tests and preparing and reviewing test analyses to determine effectiveness and measures of suitability. The substitution methodology for Bachelor's does not apply.	Bachelors	15	Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Intelligence Support III	Technically and administratively contribute to Intelligence Sensitive Program development and address specific cyber program intelligence requirements while assessing the impact of technically advanced threat and security support issues to reduce program and operational risks. Cyber Intelligence Support will be provided to program efforts by teaming with program offices, product centers, and the Intelligence Community (IC) to provide system engineering and technical analysis. The substitution methodology for Bachelor's does not apply.	Bachelors	15	Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Intelligence Support I	Technically and administratively contribute to Intelligence Sensitive Program development and address specific cyber program intelligence requirements while assessing the impact of technically advanced threat and security support issues to reduce program and operational risks. Cyber Intelligence Support will be provided to program efforts by teaming with program offices, product centers, and the Intelligence Community (IC) to provide system engineering and technical analysis. The substitution methodology for Bachelor's does not apply.	Bachelors	4	Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Program Manager III	Responsible for ensuring implementation and prescribed cyber activities are carried out in alignment with the Integrated Master Schedule by communicating and coordinating activities among functional disciplines, conferring with staff to explain cyber programs and schedule objectives, plans and status while keeping the customer aware of project status as well as modifying or taking	Bachelors	15	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
	corrective action as necessary to achieve end result and attain objectives.			experience in the specific field of functional responsibility
Program Manager II	Responsible for ensuring implementation and prescribed cyber activities are carried out in alignment with the Integrated Master Schedule by communicating and coordinating activities among functional disciplines, conferring with staff to explain cyber programs and schedule objectives, plans and status while keeping the customer aware of project status as well as modifying or taking corrective action as necessary to achieve end result and attain objectives.	Bachelors	10	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Program Manager I	Responsible for ensuring implementation and prescribed cyber activities are carried out in alignment with the Integrated Master Schedule by communicating and coordinating activities among functional disciplines, conferring with staff to explain cyber programs and schedule objectives, plans and status while keeping the customer aware of project status as well as modifying or taking corrective action as necessary to achieve end result and attain objectives.	Bachelors	4	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Configuration and CDRL Data Manager (CM/DM) III	Responsible for controlling the configuration of cyber data, system configurations and IT systems, identifying and maintaining baselines, identifying requirements and monitoring compliance as well as managing documents and drawings and maintaining integrity.	Bachelors	15	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Configuration and CDRL Data Manager (CM/DM) II	Responsible for controlling the configuration of cyber data, system configurations and IT systems, identifying and maintaining baselines, identifying requirements and monitoring compliance as well as managing documents and drawings and maintaining integrity.	Bachelors	10	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Configuration and CDRL Data Manager (CM/DM) I	Responsible for controlling the configuration of cyber data, system configurations and IT systems, identifying and maintaining baselines, identifying requirements and monitoring compliance as well as managing documents and drawings and maintaining integrity.	Bachelors	4	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
				experience in the specific field of functional responsibility
Cyber System Engineer III	Responsible for directing the technical and management efforts of a totally integrated cyber engineering effort on a system program. This includes definition of the system and the integrated planning and control of the technical cyber program efforts. This effort also includes associated management and direct administrative support functions. The substitution methodology for Bachelor's does not apply.	Bachelors	15	Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Cyber System Engineer II	Responsible for directing the technical and management efforts of a totally integrated cyber engineering effort on a system program. This includes definition of the system and the integrated planning and control of the technical cyber program efforts. This effort also includes associated management and direct administrative support functions. The substitution methodology for Bachelor's does not apply.	Bachelors	10	Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Cyber System Engineer I	Responsible for directing the technical and management efforts of a totally integrated cyber engineering effort on a system program. This includes definition of the system and the integrated planning and control of the technical cyber program efforts. This effort also includes associated management and direct administrative support functions. The substitution methodology for Bachelor's does not apply.	Bachelors	4	Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Junior Administrative Professional	Provide administrative support by conducting research using the scientific method, preparing statistical reports regarding empirical data, handling information requests from professionals including, but not limited to, Researchers, Physicists, Statisticians, and Specialty Engineers, and performing clerical functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings under the oversight of more senior positions.	High School	1	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Journeyman Administrative Professional	Provide administrative support by conducting research using the scientific method, preparing statistical reports regarding empirical data, handling information requests from professionals including, but not limited to, Researchers, Physicists, Statisticians, and Specialty Engineers, and performing clerical functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings.	Associates	5	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
Senior Administrative Professional	Provide high-level administrative support by conducting research using the scientific method, preparing statistical reports regarding empirical data, handling information requests from professionals including, but not limited to, Researchers, Physicists, Statisticians, and Specialty Engineers, and performing clerical functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Bachelors	10	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
SME – Administrative Professional	Provide exceptional administrative support by conducting research using the scientific method, preparing statistical reports regarding empirical data, handling information requests from professionals including, but not limited to, Researchers, Physicists, Statisticians, and Specialty Engineers, and performing clerical functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. Industry leader for administrative expertise.	Masters	15	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Junior Editor	Assist editors in planning, coordinating, or editing content of material for scientific and engineering publication. May review proposals and drafts for possible publication in support of engineering, research, and development projects. Includes technical editors.	Associates	1	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Journeyman Editor	Plan, coordinate, or edit content of material for scientific and engineering publication. May review proposals and drafts for possible publication in support of engineering, research, and development projects. Includes technical editors.	Bachelors	5	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Senior Editor	Plan, coordinate, or edit content of material for scientific and engineering publication. May review proposals and drafts for possible publication in support of engineering, research, and development projects. Includes technical editors. May oversee the efforts of less senior staff and/or	Bachelors	10	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
	be responsible for the efforts of all staff assigned to a specific job.			additional relevant work experience in the specific field of functional responsibility
SME – Editor	Plan, coordinate, or edit content of material for scientific and engineering publication. May review proposals and drafts for possible publication in support of engineering, research, and development projects. Includes technical editors. Industry leader for editing expertise.	Masters	15	Bachelor’s Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master’s Degree equals Bachelor’s degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Junior Operations Research Analyst	Assist in formulating and applying mathematical modeling, testing services, and other optimizing methods to develop and interpret information that assists management with decision making, policy formulation, or other managerial functions. May assist in collecting and analyzing data and assist in developing decisions to support engineer, testing, and/or research software, service, or products. May assist in the develop and supply optimal time, cost, or logistics networks for program evaluation, review, or implementation.	Bachelors	1	Bachelor’s Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master’s Degree equals Bachelor’s degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Journeyman Operations Research Analyst	Formulate and apply mathematical modeling, testing services, and other optimizing methods to develop and interpret information that assists management with decision making, policy formulation, or other managerial functions. May collect and analyze data and develop decisions to support engineer, testing, and/or research software, service, or products. May develop and supply optimal time, cost, or logistics networks for program evaluation, review, or implementation.	Bachelors	5	Bachelor’s Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master’s Degree equals Bachelor’s degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Senior Operations Research Analyst	Provide high-level support formulating and applying mathematical modeling, testing services, and other optimizing methods to develop and interpret information that assists management with decision making, policy formulation, or other managerial functions. May collect and analyze data and develop decisions to support engineer, testing, and/or research software, service, or products. May develop and supply optimal time, cost, or logistics networks for program evaluation, review, or implementation. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Bachelors	10	Bachelor’s Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master’s Degree equals Bachelor’s degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
SME – Operations Research Analyst	Formulate and apply exceptional and high-level mathematical modeling, testing services, and other optimizing methods to develop and interpret	Masters	15	Bachelor’s Degree equals 5 years of additional relevant work experience in the specific field of

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
	information that assists management with decision making, policy formulation, or other managerial functions. May collect and analyze data and develop decisions to support engineer, testing, and/or research software, service, or products. May develop and supply optimal time, cost, or logistics networks for program evaluation, review, or implementation. Industry leader for operations research expertise.			functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Junior Statistician	Assist in developing or applying mathematical or statistical theory and methods to collect, organize, interpret, and summarize numerical data to provide usable information. May specialize in fields such as biostatistics, agricultural statistics, business statistics, or economic statistics. Includes mathematical and survey statisticians. Excludes "Survey Researchers"	Bachelors	1	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Journeyman Statistician	Develop or apply mathematical or statistical theory and methods to collect, organize, interpret, and summarize numerical data to provide usable information. May specialize in fields such as biostatistics, agricultural statistics, business statistics, or economic statistics. Includes mathematical and survey statisticians. Excludes "Survey Researchers"	Bachelors	5	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Senior Statistician	Provide high-level support in developing or applying mathematical or statistical theory and methods to collect, organize, interpret, and summarize numerical data to provide usable information. May specialize in fields such as biostatistics, agricultural statistics, business statistics, or economic statistics. Includes mathematical and survey statisticians. Excludes "Survey Researchers". May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Bachelors	10	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
SME - Statistician	Develop or apply expertise in mathematical or statistical theory and methods to collect, organize, interpret, and summarize numerical data to provide usable information. May specialize in fields such as biostatistics, agricultural statistics, business statistics, or economic statistics. Includes mathematical and survey statisticians. Excludes "Survey Researchers". Industry leader for statistics expertise.	Masters	15	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
Junior Writer	Assist in originating and preparing written material, such as research and technical reports, test results, data findings, and other material in support of engineering, research, and development projects.	Bachelors	1	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Journeyman Writer	Originate and prepare written material, such as research and technical reports, test results, data findings, and other material in support of engineering, research, and development projects.	Bachelors	5	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Senior Writer	Oversee the originating and preparing written material, such as research and technical reports, test results, data findings, and other material in support of engineering, research, and development projects. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Bachelors	10	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
SME – Writer	Expert in the field of originating and prepare written material, such as research and technical reports, test results, data findings, and other material in support of engineering, research, and development projects. Industry leader for writing expertise.	Masters	15	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Junior Financial Analyst	Supports the conduct of including should- cost analysis and trade studies related to cost trade-off options for major weapon systems development or procurement.in support of engineering, research and development projects. Assists in assessing products and procedures for compliance with government and research standards, accounting principles, and multi-tiered system application standards across multiple programs throughout their product life cycle to include pre-engineering	Bachelors	1	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
	development, engineering development, testing, fielding and sustainment.			
Journeyman Financial Analyst	Provides the full range of financial functions for major system development including should- cost analysis and trade studies related to cost trade-off options for major weapon systems development or procurement.in support of engineering, research and development projects. Defines established financial business practices for integration into the client's financial business system. Support digital acquisition process through formulation and application of exceptional and high-level financial modeling and other optimization methods to support methods in decision making, policy formulation, or other managerial functions in support of advanced research, development and engineering projects. Assesses products and procedures for compliance with government and research standards, accounting principles, and multi-tiered system application standards across multiple programs throughout their product life cycle to include pre-engineering development, engineering development, testing, fielding and sustainment.	Bachelors	5	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Senior Financial Analyst	Serves as a group leader ensuring a group of analysts are working in concert to automate complex business practices within the time frame specified by the client and that all the requirements are met. Support digital acquisition process through formulation and application of exceptional and high-level financial modeling and other optimization methods to support methods decision making, policy formulation, or other managerial functions in support of advanced research, development and engineering projects. Assesses products and procedures for compliance with government and research standards, accounting principles, and multi-tiered system application standards across multiple programs throughout their product life cycle to include pre-engineering development, engineering development, testing, fielding and sustainment. Performs should- cost analysis and trade studies related to cost trade-off options for major weapon systems development or procurement. Prepares milestone status reports and presentations and coordinates all aspects of complex financial application automation. Completes objectives independently within the negotiated budget.	Bachelors	10	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
Junior Business Operations Specialist	Supports the examination, analysis, and interpretation of accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others.	Bachelors	1	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Journeyman Business Operations Specialist	Provides the full range of business operations to include examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data.	Bachelors	5	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Senior Business Operations Specialist	Serves as a leader or manager in providing the full range of business operations to include examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data.	Bachelors	10	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
SME - Business Operations Specialist	Expert in business operations to include examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data.	Masters	15	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Junior Budget Analyst	Assist in examining budget estimates for completeness, accuracy, and conformance with procedures and regulations in support of engineering, research and development projects. May assist in various financial functions such as budgeting, auditing, forecasting, and cost analysis.	Bachelors	1	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
Journeyman Budget Analyst	Examine budget estimates for completeness, accuracy, and conformance with procedures and regulations in support of engineering, research and development projects. May be responsible for various financial functions such as budgeting, auditing, forecasting, and cost analysis.	Bachelors	5	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Senior Budget Analyst	Examine budget estimates for completeness, accuracy, and conformance with procedures and regulations in support of engineering, research and development projects. Responsible for the direct supervision of the finance staff engaged in various financial functions such as budgeting, auditing, forecasting, and cost analysis. Additional responsibilities may include support in developing program and performance measurements, criteria for these measurements, accountability matrices, and performance system implementation guidelines. May be responsible for the direct supervision of the finance staff engaged in various financial functions such as budgeting, auditing, forecasting, and cost analysis for the efforts of all budget analysts assigned to a specific job.	Bachelors	10	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
SME Budget Analyst	Utilize expertise to lead all phases of budget formulation within the Planning, Programming, Budget, and Execution process in support of advanced research, development, and engineering projects. Employs subject matter expertise to review budget inputs for completeness, accuracy, and conformance with procedures and regulations. Analyze budgeting and accounting reports. Oversee earned value management program on behalf of government customer. Serve as industry leader for budgeting and/or accounting.	Masters	15	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Junior Chemical Engineer	Assist in designing chemical plant equipment and devising processes for manufacturing chemicals and products, such as gasoline, synthetic rubber, plastics, detergents, cement, paper, and pulp, by applying principles and technology of chemistry, physics, and engineering.	Bachelors	1	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Journeyman Chemical Engineer	Design chemical plant equipment and devise processes for manufacturing chemicals and products, such as gasoline, synthetic rubber,	Bachelors	5	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
	plastics, detergents, cement, paper, and pulp, by applying principles and technology of chemistry, physics, and engineering.			functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Senior Chemical Engineer	Provide high-level support in designing chemical plant equipment and devising processes for manufacturing chemicals and products, such as gasoline, synthetic rubber, plastics, detergents, cement, paper, and pulp, by applying principles and technology of chemistry, physics, and engineering. May oversee efforts of all less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Bachelors	10	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
SME – Chemical Engineer	Expert in the field of designing chemical plant equipment and devising processes for manufacturing chemicals and products, such as gasoline, synthetic rubber, plastics, detergents, cement, paper, and pulp, by applying principles and technology of chemistry, physics, and engineering. Industry leader for chemicals engineering expertise.	Masters	15	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Junior Specialty Engineer	Assist in performing engineering duties in design, construct, and testing aircraft, missiles, and spacecraft. May assist in conducting basic and applied research to evaluate adaptability of materials and equipment to aircraft design and manufacture. May aid in conducting research on nuclear engineering projects or apply principles and theory of nuclear science to problems concerned with release, control, and use of nuclear energy and nuclear waste disposal.	Bachelors	1	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Journeyman Specialty Engineer	Perform engineering duties in designing, constructing, and testing aircraft, missiles, and spacecraft. May conduct basic and applied research to evaluate adaptability of materials and equipment to aircraft design and manufacture. May recommend improvements in testing equipment and techniques. May conduct research on nuclear engineering projects or apply principles and theory of nuclear science to problems concerned with release, control, and use of nuclear energy and nuclear waste disposal.	Bachelors	5	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Senior Specialty Engineer	Provide high-level engineering duties in design, construct, and testing aircraft, missiles, and	Bachelors	10	Bachelor's Degree equals 5 years of additional relevant work

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
	spacecraft. May conduct basic and applied research to evaluate adaptability of materials and equipment to aircraft design and manufacture. May recommend improvements in testing equipment and techniques. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned in a specific job. May serve as leader in conducting research on nuclear engineering projects or apply principles and theory of nuclear science to problems concerned with release, control, and use of nuclear energy and nuclear waste disposal. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.			experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
SME - Specialty Engineer	Industry leader for aerospace engineering expertise. Performs engineering duties in designing, constructing, and testing aircraft, missiles, and spacecraft. May conduct basic and applied research to evaluate adaptability of materials and equipment to aircraft design and manufacture. May recommend improvements in testing equipment and techniques. Industry expert in aerospace engineering and/or conducting research on nuclear engineering projects or apply principles and theory of nuclear science to problems concerned with release, control, and use of nuclear energy and nuclear waste disposal.	Masters	15	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Junior Engineer	Assist in performing engineering duties such as overseeing construction and maintenance of building structures and facilities; researching, designing, developing, testing the manufacturing and installation of electrical equipment, components, or systems for commercial, industrial, military, or scientific use, electronic components and systems for commercial, industrial, military, or scientific use employing knowledge of electronic theory and materials properties. May aid in designing electronic circuits and components for use in fields such as telecommunications, aerospace guidance and propulsion control, acoustics, or instruments and controls. May assist in evaluating materials and developing machinery and processes to manufacture materials for use in products that must meet specialized design and performance specifications. May aid in developing new uses for known materials. May assist in perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. May assist in providing engineering theories, principles,	Bachelors	1	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
	concepts, standards, and methods sufficient to extend or modify theories, concepts, and assumptions; may aid in resolving unique or novel problems, conditions, or issues; or alter standard practices, equipment, devices, processes, and known techniques.			
Journeyman Engineer	Perform engineering duties such as planning, designing, and overseeing construction and maintenance of building structures and facilities; research, design, develop, test the manufacturing and installation of electrical equipment, components, or systems for commercial, industrial, military, or scientific use, test electronic components and systems for commercial, industrial, military, or scientific use employing knowledge of electronic theory and materials properties. May evaluate materials and develop machinery and processes to manufacture materials for use in products that must meet specialized design and performance specifications. May perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. May provide engineering theories, principles, concepts, standards, and methods sufficient to extend or modify theories, concepts, and assumptions; aid in resolving unique or novel problems, conditions, or issues; or alter standard practices, equipment, devices, processes, and known techniques.	Bachelors	5	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Senior Engineer	Provide high-level support in engineering duties such as planning, designing, and overseeing construction and maintenance management of building structures and facilities; researching, designing, developing, testing, or supervising the manufacturing and installation of electrical and/or equipment, components, or systems for commercial, industrial, military, or scientific use; evaluate materials and develop machinery and processes to manufacture materials for use in products that must meet specialized design and performance specifications; mechanical engineering support such as planning and designing tools, engines, machines, and other mechanically functioning equipment. May provide engineering theories, principles, concepts, standards, and methods sufficient to extend or modify theories, concepts, and assumptions; resolve unique or novel problems, conditions, or issues; or significantly alter standard practices, equipment, devices, processes, and known	Bachelors	10	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
	<p>techniques; provide advice to professional colleagues and/or agency officials responsible for broad program operations; provide significant and innovative recommendations for advancing programs and/or methods; and execute significant projects representing an important segment of the agency's operating programs. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.</p>			
SME - Engineer	<p>Leading engineering expert in planning, designing, and overseeing construction and maintenance of building structures, and facilities; research, design, develop, test the manufacturing and installation of electrical and/or electronic equipment, components, or systems for commercial, industrial, military, or scientific use; evaluating materials and developing machinery and processes to manufacture materials for use in products that must meet specialized design and performance specifications; or planning and designing tools, engines, machines, and other mechanically functioning equipment. Leading expert in providing engineering theories, principles, concepts, standards, and methods sufficient to extend or modify theories, concepts, and assumptions; resolve unique or novel problems, conditions, or issues; or significantly alter standard practices, equipment, devices, processes, and known techniques; provide advice to professional colleagues and/or agency officials responsible for broad program operations; provide significant and innovative recommendations for advancing programs and/or methods; and execute significant projects representing an important segment of the agency's operating programs.</p>	Masters	15	<p>Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility</p>
Junior Business Operations Manager	<p>May assist with duties that include, but are not limited to, preparing work breakdown structures, charts, tables, graphs, and diagrams to assist in analyzing problems Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues that would require a report, and recommends solutions. May assist in overseeing engineering and research product development or monitor trends that indicate the need for new products and services.</p>	Bachelors	1	<p>Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility</p>
Journeyman Business Operations Manager	<p>Principal duties may include, but are not limited to, preparing work breakdown structures, charts, tables, graphs, and diagrams to assist in analyzing problems Performs complex evaluations of</p>	Bachelors	5	<p>Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility;</p>

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
	existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues that would require a report, and recommends solutions. May oversee engineering and research product development or monitor trends that indicate the need for new products and services.			Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Senior Business Operations Manager	Principal duties may include, but are not limited to, preparing work breakdown structures, charts, tables, graphs, and diagrams to assist in analyzing problems Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues that would require a report, and recommends solutions. May oversee engineering and research product development or monitor trends that indicate the need for new products and services. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Bachelors	10	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Junior Technical Manager	Assist with planning, directing, or coordinating activities in such fields as architecture and engineering or research and development in these fields. May assist in planning, directing, or coordinating activities in such fields as life sciences, physical sciences, mathematics, statistics, and research and development in these fields. May assist in investigating, analyzing, planning, evaluating, drafting for project/program efforts.	Bachelors	1	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Journeyman Technical Manager	Plan, direct, or coordinate activities in such fields as architecture and engineering or research and development in these fields. Plan, direct, or coordinate activities in such fields as life sciences, physical sciences, mathematics, statistics, and research and development in these fields. Provides investigating, analysis, planning, evaluates, drafts for project/program efforts.	Bachelors	5	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Senior Technical Manager	Provide high-level support in planning, directing, or coordinating activities in such fields as architecture and engineering or research and development in these fields. May oversee the efforts of less senior staff and/or be responsible for the efforts of others. Provide high-level support planning, directing, or coordinating activities in such fields as life sciences, physical sciences, mathematics, statistics, and research and development in these fields. May oversee the	Bachelors	10	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
	efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job. Provides investigating, analysis, plans, evaluates, drafts for project/program efforts. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.			
SME - Technical Manager	Plan, direct, or coordinate activities in such fields as architecture and engineering or research and development in these fields. Industry leader for architectural and engineering expertise. Industry leader in material sciences expertise. Plan, direct, or coordinate activities in such fields as life sciences, physical sciences, mathematics, statistics, and research and development in these fields. Provides investigating, analyzes, plans, evaluates, drafts for project/program efforts. Provides expert level issue resolution and recommendation support to achieve desired program outcomes. Industry leader for management expertise.	Masters	15	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Junior Resource Manager	Assist in planning and coordinating activities and staff of an organization in support of engineering, research, and development projects. Assist in planning and coordinating activities concerned with the engineering and maintenance of structures, facilities, and systems. May include assisting in the conceptual development of an engineering project and oversee its organization, scheduling, budgeting, and implementation.	Bachelors	1	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Journeyman Resource Manager	Plan, direct, or coordinate activities and staff of an organization in support of engineering, research, and development projects. Plan, direct, or coordinate activities concerned with the engineering and maintenance of structures, facilities, and systems. Participate in the conceptual development of an engineering project and oversee its organization, scheduling, budgeting, and implementation.	Bachelors	5	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Senior Resource Manager	Manage, plan, direct, or coordinate activities and staff of an organization in support of engineering, research, and development projects. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job. Plan, direct, or coordinate, usually through subordinate supervisory personnel, activities concerned with the engineering and maintenance of structures, facilities, and systems. Participate in the conceptual development of an engineering	Bachelors	10	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
	project and oversee its organization, scheduling, budgeting, and implementation.			
SME - Resource Manager	Plan, direct, or coordinate activities and staff of an organization in support of engineering, research, and development projects. Plan, direct, or coordinate, usually through subordinate supervisory personnel, activities concerned with the engineering and maintenance of structures, facilities, and systems. Participate in the conceptual development of an engineering project and oversee its organization, scheduling, budgeting, and implementation	Masters	15	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Junior Physicist/Scientist and Science Technician	Assist in conducting research into physical phenomena, develop theories on the basis of observation and experiments, and devise methods to apply physical laws and theories.	Bachelors	1	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Journeyman Physicist/Scientist and Science Technician	Conduct research into physical phenomena, develop theories on the basis of observation and experiments, and devise methods to apply physical laws and theories.	Bachelors	5	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Senior Physicist/Scientist and Science Technician	Provide high-level support conducting research into physical phenomena, develop theories on the basis of observation and experiments, and devise methods to apply physical laws and theories. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Bachelors	10	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Junior Nuclear Scientist and Science Technician	Assist nuclear physicists, nuclear engineers, or other scientists in laboratory or production activities. May assist in operating, maintaining, or quality control for nuclear testing and research equipment. May assist in monitoring radiation.	Bachelors	1	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
				experience in the specific field of functional responsibility
Journeyman Nuclear Scientist and Science Technician	Assist nuclear physicists, nuclear engineers, or other scientists in laboratory or production activities. May operate, maintain, or provide quality control for nuclear testing and research equipment. May monitor radiation.	Bachelors	5	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Senior Nuclear Scientist and Science Technician	Aid nuclear physicists, nuclear engineers, or other scientists in laboratory or production activities. May operate, maintain, or provide quality control for nuclear testing and research equipment. May monitor radiation. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Bachelors	10	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
SME – Nuclear Scientist and Science Technician	Industry leader in nuclear expertise. Assist nuclear physicists, nuclear engineers, or other scientists in laboratory or production activities. May operate, maintain, or provide quality control for nuclear testing and research equipment. May monitor radiation.	Masters	15	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Junior Atmospheric and Space Scientist and Science Technician	Assist in investigating atmospheric phenomena and meteorological data, gathered by surface and air stations, satellites, and radar to assist in preparing reports and forecasts for public and other uses. Includes weather analysts and forecasters whose functions require the detailed knowledge of meteorology.	Bachelors	1	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Journeyman Atmospheric and Space Scientist and Science Technician	Investigate atmospheric phenomena and interpret meteorological data, gathered by surface and air stations, satellites, and radar to prepare reports and forecasts for public and other uses. Includes weather analysts and forecasters whose functions require the detailed knowledge of meteorology.	Bachelors	5	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
				experience in the specific field of functional responsibility
Senior Atmospheric and Space Scientist and Science Technician	Perform high-level support in investigating atmospheric phenomena and interpret meteorological data, gathered by surface and air stations, satellites, and radar to prepare reports and forecasts for public and other uses. Includes weather analysts and forecasters whose functions require the detailed knowledge of meteorology. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Bachelors	10	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
SME - Atmospheric and Space Scientist and Science Technician	Industry leader in Atmospheric and Space expertise. Investigate atmospheric phenomena and interpret meteorological data, gathered by surface and air stations, satellites, and radar to prepare reports and forecasts for public and other uses. Includes weather analysts and forecasters whose functions require the detailed knowledge of meteorology.	Masters	15	Bachelor's Degree equals 5 years of additional relevant work experience in the specific field of functional responsibility; Master's Degree equals Bachelor's degree in a relevant field of study, plus 3 years of additional relevant work experience in the specific field of functional responsibility
Junior Facility Operations Manager	Assist in the day-to-day operations, maintenance, and safety of the organization's physical buildings and infrastructure. Assists in ensuring that all facilities run efficiently, safely, and in compliance with regulations. Possess a basic knowledge of the principles, policies, and practices of emergency management and building management. Assist in providing established policy on all issues, processes and procedures related to emergency management to building occupants. Building management duties may include working with contractors, vendors, base civil engineers, and other base personnel on all activities required to maintain the office building.	Bachelors	1	One year of experience is the equivalent of one year of education. One year of education is the equivalent of one year of experience. Certification related to the technology is equivalent to two years of experience or education requirement.
Journeyman Facility Operations Manager	Support the day-to-day operations, maintenance, and safety of the organization's physical buildings and infrastructure. Responsible for ensuring that all facilities run efficiently, safely, and in compliance with regulations. Possess a comprehensive knowledge of principles, policies, and practices of emergency management and building management. Responsible for providing established policy on all issues, processes and procedures related to emergency management to building occupants. Building management duties may include working with contractors, vendors, base civil engineers, and other base personnel on	Bachelors	5	One year of experience is the equivalent of one year of education. One year of education is the equivalent of one year of experience. Certification related to the technology is equivalent to two years of experience or education requirement.

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
	all activities required to maintain the office building.			
Senior Facility Operations Manager	Oversee the day-to-day operations, maintenance, and safety of the organization's physical buildings and infrastructure. Responsible for ensuring that all facilities run efficiently, safely, and in compliance with regulations. Possess a comprehensive knowledge of principles, policies, and practices of emergency management and building management. Responsible for providing established policy on all issues, processes and procedures related to emergency management to building occupants. Building management duties may include working with contractors, vendors, base civil engineers, and other base personnel on all activities required to maintain the office building. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job.	Bachelors	10	One year of experience is the equivalent of one year of education. One year of education is the equivalent of one year of experience. Certification related to the technology is equivalent to two years of experience or education requirement.
SME Facility Operations Manager	Responsible for providing subject matter expertise in the day-to-day operations, maintenance, and safety of the organization's physical buildings and infrastructure. Leading expert in the principles, policies, practices, and regulations related to emergency management and building management. Provide expert level issue resolution and recommendation support to achieve desired program outcomes.	Masters	15	One year of experience is the equivalent of one year of education. One year of education is the equivalent of one year of experience. Certification related to the technology is equivalent to two years of experience or education requirement.
Junior Logistics Technician	Works under supervision to perform a variety of logistics functions which are broad in nature and include warehousing, packaging, shipping, and maintaining, repairing, and operating facilities and/or equipment. May have experience with various logistics support functions and automated support systems involving maintenance planning, personnel planning, training, support equipment, test equipment, technical and logistics data, facilities support, and supply support. May assist in developing Integrated Logistics Support functions (e.g. system planning, logistic documentation, fielding, and systems replacement and/or retirement). May prepare logistics support documentation and source data, such as logistics operational management/user documents, Integrated Logistics Support Plans (ILSP), user logistic support summaries, postproduction support plans, and logistics implementation plans. May be responsible for inventory and requisition of supplies, repair parts and equipment, and maintaining stock of supplies and equipment.	High School	1	One year of experience is the equivalent of one year of education. One year of education is the equivalent of one year of experience. Certification related to the technology is equivalent to two years of experience or education requirement.

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
Journeyman Logistics Technician	<p>Performs a variety of logistics functions which are broad in nature and include warehousing, packaging, shipping, and maintaining, repairing, and operating facilities and/or equipment. Experienced with various logistics support functions and automated support systems involving maintenance planning, personnel planning, training, support equipment, test equipment, technical and logistics data, facilities support, and supply support. Assists in developing Integrated Logistics Support functions (e.g. system planning, logistic documentation, fielding, and systems replacement and/or retirement). May assist in developing logistics support concepts, maintenance plans and concepts. May prepare logistics support documentation and source data, such as logistics operational management/user documents, Integrated Logistics Support Plans (ILSP), user logistic support summaries, postproduction support plans, and logistics implementation plans. May be responsible for logistics requirements determination studies, inventory and requisition of supplies, repair parts and equipment, and maintaining stock of supplies and equipment. May assist with RAM analysis, life-cycle cost analysis, and LSA/LSAR. May develop/review bill of materials (BOM).</p>	High School	4	<p>One year of experience is the equivalent of one year of education. One year of education is the equivalent of one year of experience. Certification related to the technology is equivalent to two years of experience or education requirement.</p>
Senior Logistics Technician	<p>Performs a variety of logistics functions which are broad in nature and include warehousing, packaging, shipping, and maintaining, repairing, and operating facilities and/or equipment. Experienced with and has thorough knowledge with various logistics support functions and automated support systems involving maintenance planning, personnel planning, training, support equipment, test equipment, technical and logistics data, facilities support, and supply support. Develops Integrated Logistics Support functions (e.g. system planning, logistic documentation, fielding, and systems replacement and/or retirement). Develops logistics support concepts, maintenance plans and concepts. Prepares logistics support documentation and source data, such as logistics operational management/user documents, Integrated Logistics Support Plans (ILSP), user logistic support summaries, postproduction support plans, and logistics implementation plans. Responsible for logistics requirements determination studies, inventory and requisition of supplies, repair parts and equipment, and maintain</p>	Associates	10	<p>One year of experience is the equivalent of one year of education. One year of education is the equivalent of one year of experience. Certification related to the technology is equivalent to two years of experience or education requirement.</p>

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
	<p>stock of supplies and equipment. May oversee the efforts of less senior staff and/or be responsible for the efforts of all staff assigned to a specific job. May assist with RAM analysis, life-cycle cost analysis, and LSA/LSAR. Develops/reviews bill of materials (BOM)</p>			
Junior Mechanical Engineer	<p>Possesses experience in the support and sustainment of existing or future systems to include design analysis, design of new or modification packages, development of engineering projects, and integration of mechanical and electro-mechanical components, sub-systems and systems (e.g. aircraft hydraulic and/or pneumatic systems). Proficient in the evaluation, implementation, integration, and maintenance of hardware for the supported environment. Conducts analysis and/or tests pertaining to the development of new designs, methods, materials or processes. Completes required documentation and may provide recommendations. Writes test procedures, compiles and evaluates design and test data and prepares technical specifications.</p>	Bachelors	1	<p>One year of experience is the equivalent of one year of education. One year of education is the equivalent of one year of experience. Certification related to the technology is equivalent to two years of experience or education requirement.</p>
Journeyman Mechanical Engineer	<p>Possesses progressive experience in the support and sustainment of existing or future systems to include design analysis, design of new or modification packages, development of engineering projects, and integration of mechanical and electro-mechanical components, sub-systems and systems (e.g. aircraft hydraulic and/or pneumatic systems). May provide guidance in solving engineering problems, planning and conducting engineering feasibility studies for design improvement modifications and implementation of advanced technologies. Proficient in the evaluation, implementation, integration, and maintenance of all hardware for the supported environment, to include other reasonable support as requested by the customer. Conducts analysis and/or tests pertaining to the development of new designs, methods, materials or processes. Completes required documentation and may provide recommendations. Writes test procedures, compiles and evaluates design and test data and prepares technical specifications. May assist with planning, conducting, technically direct and evaluate projects or major phases of significant projects, coordinating the efforts of engineers, logisticians, and technical support staff.</p>	Bachelors	5	<p>One year of experience is the equivalent of one year of education. One year of education is the equivalent of one year of experience. Certification related to the technology is equivalent to two years of experience or education requirement.</p>

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
Senior Mechanical Engineer	<p>Possesses extensive experience in the support and sustainment of existing or future systems to include design analysis, design of new or modification packages, development of engineering projects, and integration of mechanical and electro-mechanical components, sub-systems and systems (e.g. aircraft hydraulic and/or pneumatic systems). Provides guidance in solving complex engineering problems, planning and conducting engineering feasibility studies for design improvement modifications and implementation of advanced technologies. Oversees the evaluation, implementation, integration, and maintenance of all hardware for the supported environment, to include other reasonable support as requested by the customer. Oversees and conducts analysis and/or tests pertaining to the development of new designs, methods, materials or processes. Completes required documentation and may provide recommendations. Writes test procedures, compiles and evaluates design and test data and prepares technical specifications. Plans, conducts, technically direct and evaluate projects or major phases of significant projects, coordinating and supervising the efforts of engineers, logisticians, and technical support staff.</p>	Bachelors	10	<p>One year of experience is the equivalent of one year of education. One year of education is the equivalent of one year of experience. Certification related to the technology is equivalent to two years of experience or education requirement.</p>
SME Mechanical Engineer	<p>Leading engineering expert in the support and sustainment of existing or future systems to include design analysis, design of new or modification packages, development of engineering projects, and integration of mechanical and electro-mechanical components, sub-systems and systems. Leading expert in providing guidance in solving complex engineering problems, planning and conducting engineering feasibility studies for design improvement modifications and implementation of advanced technologies. Provides expertise in the evaluation, implementation, integration, and maintenance of all hardware for the supported environment, to include other reasonable support as requested by the customer.</p>	Masters	15	<p>One year of experience is the equivalent of one year of education. One year of education is the equivalent of one year of experience. Certification related to the technology is equivalent to two years of experience or education requirement.</p>
Journeyman Engineering Technician	<p>Provides general technical support for engineering tasks. Support functions may include: various logistics support functions and automated support systems involving maintenance planning, personnel planning, training, support equipment, test equipment, technical and logistics data, facilities support, and supply support; responsible</p>	Associates	5	<p>One year of experience is the equivalent of one year of education. One year of education is the equivalent of one year of experience. Certification related to the technology is equivalent to</p>

Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
	for design, development and evaluation of experimental apparatus, equipment, experimental facilities and instrumentation systems; repairs, rebuilds or overhauls major assemblies of machines or automobiles; and other general engineering support functions. May supervise/manage others			two years of experience or education requirement.
Interior Designer	Assist with all aspects of design projects, from gathering and understanding customer requirements to producing the designs and following the project through to completion. Duties may include: Assessing clients' needs and preferences. Developing design concepts and selecting color schemes, furniture, lighting, and decor. Creating detailed floor plans, mood boards, and 3D renderings. Managing project timelines, budgets, and vendors. Coordinating with contractors, architects, and suppliers to ensure project completion. Ensuring compliance with building codes and safety regulations. Offering guidance on sustainable and eco-friendly design choices. Providing post-installation support to ensure client satisfaction.	Bachelors	2	One year of experience is the equivalent of one year of education. One year of education is the equivalent of one year of experience. Certification related to the technology is equivalent to two years of experience or education requirement.
Warehouse Supervisor	Responsible for supervising and coordinating the activities of warehouse persons responsible for ordering, receiving, inventorying, issuing, and shipping materials, supplies, tools, equipment, and parts in stockroom, warehouse, or yard. Responsible for the efficient planning for the layout of the stockroom, warehouse, and other storage areas. Reviews records for accuracy of information and compliance with established procedures and determines adequacy of stock levels. Responsible for the physical custody and accuracy of inventory records for component items, assemblies, and/or finished goods. Responsible for the security and accountability of goods within jurisdiction. Ensures that goods are packaged and protected for shipment according to specifications. Must be able to complete logistics requirements determination studies, inventory and requisition supplies, repair parts and equipment, and maintain stock of supplies and equipment.	Associates	2	One year of experience is the equivalent of one year of education. One year of education is the equivalent of one year of experience. Certification related to the technology is equivalent to two years of experience or education requirement.
Junior Material Handler	Assist with the safe and efficient movement of materials and supplies within a warehouse or storage facility. This role includes maintaining an organized inventory system, ensuring that materials are properly handled and accounted for, and supporting production and shipping needs. Material Handlers must adhere to safety standards,	High School	0	One year of experience is the equivalent of one year of education. One year of education is the equivalent of one year of experience. Certification related to the technology is equivalent to



Labor Category Title	Description	Minimum Education	Min. Years of Experience	Education/Experience Substitutions
	maintain cleanliness in the workplace, and work efficiently to meet production deadlines. Entry level position working under direct supervision.			two years of experience or education requirement.
Security Escort	Responsible for ensuring the safety and security of personnel, contractors, visitors, and sensitive areas within a designated facility or property. This role is responsible for providing secure access, monitoring movement, and ensuring compliance with security protocols while escorting individuals to restricted or high-security areas. Duties may include tabulating, auditing, or verifying information.	High School	2	One year of experience is the equivalent of one year of education. One year of education is the equivalent of one year of experience. Certification related to the technology is equivalent to two years of experience or education requirement.