



Federal Acquisition Service

Authorized Federal Supply Schedule (FSS) Price List

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

Multiple Award Schedule – MAS

Federal Supply Group: Professional Services

Contract Number: 47QRAA19D0085

Contract Period: May 14, 2019 – May 13, 2024
Price List current through Modification # PA-0024 effective 5/12/2023

Contractor: Guidehouse Inc.
1676 International Drive, Suite 800
McLean, VA 22102

Telephone: 202-481-7526
FAX Number: 703-506-6737
Website: <http://www.guidehouse.com>
E-mail: rsamuels@guidehouse.com

Contract Administration: Regina B Samuels

Business Size: Large

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

CUSTOMER INFORMATION:

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

Special Item Numbers

SIN	Recovery	SIN Description
518210C	518210CRC	Cloud Computing and Cloud Related IT Professional Services
518210ERM	518210ERMRC	Electronics Records Management Solutions
522310	522310RC	Financial Advising, Loan Servicing and Asset Management Services
541211	541211RC	Auditing Services
541219	541219RC	Budget and Financial Management Services
541330ENG	541330ENGRC	Engineering Services
54161	54161RC	Agency Human Capital Evaluation
541611	541611RC	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
541611W	541611WRC	Workforce Analytics and Employee Records
541612HC	541612HCRC	Agency Human Capital Strategy, Policy and Operations
541612LOB	541612LOBRC	Human Resources Line of Business
541620	541620RC	Environmental Consulting Services
541990RISK	541990RISKRC	Risk Assessment and Mitigation Services
OLM	OLMRC	Defined at Order Level

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply. [See Pages 4 through 7.](#)

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 Pages 8 through 50.](#)

2. **Maximum Order:** \$1,000,000.00
3. **Minimum Order:** \$100.00
4. **Geographic Coverage (delivery Area):** Domestic and Overseas
5. **Point(s) of production (city, county, and state or foreign country):** Guidehouse Inc Offices
6. **Discount from list prices or statement of net price:** Prices Shown are Net; Basic discounts have been deducted.
7. **Quantity discounts:** None
8. **Prompt payment terms:** None. **Information for Ordering Offices:** Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.
9. **Foreign items (list items by country of origin):** None
- 10a. **Time of Delivery (Contractor insert number of days):** Specified on the Task Order.
- 10b. **Expedited Delivery.** Contact Contractor.

- 10c. **Overnight and 2-day delivery.** Contact Contractor.
- 10d. **Urgent Requirements.** Please note the Urgent Requirements clause and contact Contractor
- 11. **F.O.B Points(s):** Destination

12a. **Ordering Address(es):**
Guidehouse Inc.
1676 International Drive, Suite 800
McLean, VA 22102
Phone: 571-633-1711
Fax: 703-506-6737

12b. **Ordering procedures:** See Federal Acquisition Regulation (FAR) 8.405-3

13. **Payment address(es):**

Payment via Check/U.S. Mail	Payment via Wire Transfer/ACH
Guidehouse Inc. P.O. Box 7247-6037 Philadelphia, PA 19170-6037	Citibank NA, New York, NY Account #: 30982834 ABA #: 021000089: Swift #: CITIUS33 To Credit: Guidehouse Inc.

- 14. **Warranty provision.:** Not Applicable.
- 15. **Export Packing Charges (if applicable):** Not Applicable.
- 16. **Terms and conditions of rental, maintenance, and repair (if applicable):** Not Applicable.
- 17. **Terms and conditions of installation (if applicable):** Not Applicable.
- 18a. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** Not Applicable.
- 18b. **Terms and conditions for any other services (if applicable):** Not Applicable.
- 19. **List of service and distribution points (if applicable):** Not Applicable.
- 20. **List of participating dealers (if applicable):** Not Applicable.
- 21. **Preventive maintenance (if applicable):** Not Applicable.
- 22a. **Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants).** Not Applicable.
- 22b. **If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor’s website or other location.) The EIT standards can be found at: www.Section508.gov/.** Not Applicable.
- 23. **Unique Entity Identifier (UEI) number:** N9NJK877QJK9
- 24. **Notification regarding registration in System for Award Management (SAM) database:** Guidehouse Inc. is registered in SAM.

GUIDEHOUSE INC. GSA MAS SCHEDULE PRICELIST

The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

SIN	Awarded Labor Category	Contractor or Customer Site	Hourly Rate
522310, 541211, 541219, 541611	Associate	Both	\$104.74
522310, 541211, 541219, 541611	Senior Associate	Both	\$129.67
522310, 541211, 541219, 541611	Manager	Both	\$164.58
522310, 541211, 541219, 541611	Senior Manager/Director	Both	\$219.45
522310, 541211, 541219, 541611	Subject Matter Expert	Both	\$309.22
522310, 541211, 541219, 541611	Partner/Principal/Managing Director	Both	\$413.95
541990RISK	Risk Assessment and Mitigation Associate I	Both	\$114.71
541990RISK	Risk Assessment and Mitigation Associate II	Both	\$124.69
541990RISK	Risk Assessment and Mitigation New Manager	Both	\$149.62
541990RISK	Risk Assessment and Mitigation Manager	Both	\$174.56
541990RISK	Risk Assessment and Mitigation Senior Manager	Both	\$189.52
541990RISK	Risk Assessment and Mitigation Partner/Principal	Both	\$239.40
541611	Program Management Jr. Accountant	Both	\$89.76
541611	Program Management Experienced Associate	Both	\$112.54
541611	Program Management New Senior Associate	Both	\$128.30
541611	Program Management New Manager	Both	\$148.03
541611	Program Management Public Service Specialist	Both	\$179.53
541611	Program Management New Senior Manager	Both	\$177.71
541611	Program Management Subject Matter Expert	Both	\$194.82
541611	Program Management Program Manager	Both	\$216.46
541611	Program Management Partner/Principal	Both	\$266.77
541611	Grants Management Jr. Accountant	Both	\$100.99
541611	Grants Management Associate	Both	\$112.21
541611	Grants Management Senior Associate	Both	\$123.43
541611	Grants Management Senior Manager	Both	\$213.18
541611	Grants Management Program Manager	Both	\$216.46
541611	Grants Management Subject Matter Expert	Both	\$194.82
541611	Grants Management Senior Manager CPA	Both	\$213.18
541611	Grants Management Partner/Principal	Both	\$266.77

SIN	Awarded Labor Category	Contractor or Customer Site	Hourly Rate
541611	Associate	Both	\$130.36
541611	Senior Associate	Both	\$149.62
541611	Business Analyst	Both	\$151.96
541611	Consultant I	Both	\$135.46
541611	Consultant II	Both	\$170.79
541611	Consultant III	Both	\$225.82
541611	Statistician	Both	\$142.60
541611	Manager I	Both	\$199.50
541611	Manager II	Both	\$224.43
541611	Subject Matter Expert	Both	\$274.30
541611	Senior Manager/Director	Both	\$284.28
541611	Partner/Principal/Managing Director	Both	\$344.13
541611	Leadership Executive	Both	\$389.14
541611	Training Instructor	Both	\$104.28
541611	Training Lead	Both	\$127.68
541611	Training Manager	Both	\$129.59
541611	Training Subject Matter Expert	Both	\$151.54
541612HC	Human Capital Associate Level I	Both	\$87.96
541612HC	Human Capital Associate Level II	Both	\$89.77
541612HC	Human Capital Senior Associate Level I	Both	\$104.97
541612HC	Human Capital Senior Associate Level II	Both	\$114.71
541612HC	Human Capital Senior Associate Level III	Both	\$121.79
541612HC	Human Capital New Manager	Both	\$142.42
541612HC	Human Capital Manager	Both	\$149.62
541612HC	Human Capital Experienced Manager	Both	\$179.55
541612HC	Human Capital Senior Manager	Both	\$190.35
541612HC	Human Capital Experienced Senior Manager	Both	\$199.50
541612HC	Human Capital Director	Both	\$249.37
541612HC	Human Capital Partner	Both	\$274.31
541612LOB	IT Human Capital Associate Level I	Both	\$87.96
541612LOB	IT Human Capital Associate Level II	Both	\$89.77
541612LOB	IT Human Capital Senior Associate Level I	Both	\$104.98
541612LOB	IT Human Capital Senior Associate Level II	Both	\$114.71
541612LOB	IT Human Capital Senior Associate Level III	Both	\$121.79
541612LOB	IT Human Capital New Manager	Both	\$142.42
541612LOB	IT Human Capital Manager	Both	\$149.62
541612LOB	IT Human Capital Experienced Manager	Both	\$179.55
541612LOB	IT Human Capital Senior Manager	Both	\$190.35
541612LOB	IT Human Capital Experienced Senior Manager	Both	\$199.50
541612LOB	IT Human Capital Director	Both	\$249.37
541612LOB	IT Human Capital Partner	Both	\$274.31

SIN	Awarded Labor Category	Contractor or Customer Site	Hourly Rate
541330ENG	Engineering Associate Level I	Both	\$100.70
541330ENG	Engineering Associate Level II	Both	\$112.55
541330ENG	Engineering Senior Associate Level I	Both	\$136.89
541330ENG	Engineering Manager	Both	\$177.71
541330ENG	Engineering Senior Manager	Both	\$194.82
541330ENG	Engineering Subject Matter Expert Level I	Both	\$216.46
541330ENG	Engineering Partner/Principal	Both	\$266.77
541620	Environmental Associate Level I	Both	\$100.70
541620	Environmental Associate Level II	Both	\$112.55
541620	Environmental Senior Associate Level I	Both	\$136.89
541620	Environmental Manager	Both	\$177.71
541620	Environmental Senior Manager	Both	\$194.82
541620	Environmental Subject Matter Expert Level I	Both	\$216.46
541620	Environmental Partner/Principal	Both	\$266.77

SIN	Awarded Labor Category	Contractor or Customer Site	Hourly Rate
518210ERM	ERM Associate Level I	Both	\$81.32
518210ERM	ERM Associate Level II	Both	\$90.45
518210ERM	ERM Associate Level III	Both	\$93.76
518210ERM	ERM Senior Associate Level I	Both	\$138.43
518210ERM	ERM Senior Associate Level II	Both	\$139.65
518210ERM	ERM Manager	Both	\$160.29
518210ERM	ERM Experienced Manager	Both	\$163.11
518210ERM	ERM Senior Manager	Both	\$196.06
518210ERM	ERM Experienced Senior Manager	Both	\$209.47
518210ERM	ERM Partner/Principal	Both	\$229.42

SIN	Awarded Labor Category	Contractor or Customer Site	Hourly Rate
518210C	Cloud Solutions Associate I	Both	\$82.73
518210C	Cloud Solutions Associate II	Both	\$129.79
518210C	Cloud Solutions Senior Associate I	Both	\$128.01
518210C	Cloud Solutions Senior Associate II	Both	\$138.95
518210C	Cloud Solutions Senior Associate III	Both	\$154.32
518210C	Cloud Solutions Manager	Both	\$194.49
518210C	Cloud Solutions Experienced Manager	Both	\$201.33
518210C	Cloud Solutions Subject Matter Expert Level I	Both	\$242.06
518210C	Cloud Solutions Subject Matter Expert Level II	Both	\$292.51
54161	Agency HC Associate I	Both	\$114.66
54161	Agency HC Associate II	Both	\$118.02
54161	Agency HC Senior Associate I	Both	\$138.01
54161	Agency HC Senior Associate II	Both	\$150.43
54161	Agency HC Manager	Both	\$184.79
54161	Agency HC Senior Manager	Both	\$193.31
54161	Agency HC Experienced Senior Manager	Both	\$199.00
54161	Agency HC Subject Matter Expert Level I	Both	\$250.32
541611W	Workforce Analytics Associate I	Both	\$114.66
541611W	Workforce Analytics Associate II	Both	\$118.02
541611W	Workforce Analytics Senior Associate I	Both	\$138.01
541611W	Workforce Analytics Senior Associate II	Both	\$150.43
541611W	Workforce Analytics Manager	Both	\$184.79
541611W	Workforce Analytics Senior Manager	Both	\$193.31
541611W	Workforce Analytics Experienced Senior Manager	Both	\$199.00
541611W	Workforce Analytics Subject Matter Expert Level I	Both	\$250.32

LABOR CATEGORIES AND COURSES DESCRIPTIONS

LABOR CATEGORIES OFFERED UNDER SINs 522310, 541211, 541219 and 541611

Labor Category	Labor Category Description
ASSOCIATE	<p>Qualifications: Two or more years of experience. Bachelor's degree in an appropriate field. Advanced degrees or industry certifications a plus. Four years of experience may be substituted for a four-year degree. Certification or Advanced degree may be substituted for one year of work experience.</p> <p>Major Functions: The responsibilities in this category include performing specific audit steps under the supervision of a more experienced auditor.</p>
SENIOR ASSOCIATE	<p>Qualifications: Four or more years of experience. Bachelor's degree in an appropriate field. Advanced degrees and/or certifications [such as Certified Public Accountant (CPA), Certified Information Systems Auditor (CISA), Certified Information Systems Security Professional (CISSP)] a plus. Four years of experience may be substituted for a four-year degree. Certification or Advanced Degree may be substituted for one year of work experience.</p> <p>Major Functions: The responsibilities of the Senior Associate include independently performing a major segment of an audit, supervising the work of junior auditors, reviewing completed work, and directing revisions if necessary. The Senior Associate makes decisions on routine accounting, auditing, and reporting matters with the assistance of the manager and partner and is regularly assigned on audit engagements in the capacity of a more experienced auditor.</p>
MANAGER	<p>Qualifications: Five or more years of progressively responsible experience in leading engagements and managing projects. Bachelor's degree in an appropriate field. Advanced degrees and/or certifications [such as Certified Public Accountant (CPA), Certified Information Systems Auditor (CISA), Certified Information Systems Security Professional (CISSP)] a plus. Four years of experience may be substituted for a four-year degree. Certification or Advanced Degree may be substituted for one year of work experience.</p> <p>Major Functions: The Manager interfaces with the client on a day-to-day basis, directs the completion of project specific tasks within estimated time frames and budget constraints, reviews work papers, financial statements, and related reports, manages the day-to-day activities of the project team, and reviews work products for quality, completeness, and adherence to applicable regulations and customer requirements. This position ensures the project team's conformance with work standards, and coordinates work effort with involved parties to ensure problem resolution and client satisfaction. The Manager also delivers presentations and leads client meetings.</p>

Labor Category	Labor Category Description
SENIOR MANAGER/DIRECTOR	<p>Qualifications: Eight years or more of progressive experience in leading projects, demonstrated ability to provide guidance and direction for specific projects or sub-tasks, and capability to manage multi-task projects. An advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree. Bachelor's degree in an appropriate field. Advanced degrees and/or certifications [such as Certified Public Accountant (CPA), Certified Information Systems Auditor (CISA), Certified Information Systems Security Professional (CISSP)] a plus. Four years of experience may be substituted for a four-year degree. Certification or Advanced Degree may be substituted for one year of work experience.</p> <p>Major Functions: Senior Managers/Directors are responsible for the design, implementation, and management of projects. They interface with the client on project-specific issues, direct the completion of projects within estimated time frames and budget constraints, coordinate project-specific parties, and review work products for completeness and adherence to applicable regulations and customer requirements.</p>
SUBJECT MATTER EXPERT (SME)	<p>Qualifications: This individual has experience of nine or more years with several years of experience acting in a managerial capacity. Bachelor's degree in an appropriate field. Advanced degrees and/or certifications [such as Certified Public Accountant (CPA), Certified Information Systems Auditor (CISA), Certified Information Systems Security Professional (CISSP)] a plus. Four years of experience may be substituted for a four-year degree. Certification or Advanced Degree may be substituted for one year of work experience.</p> <p>Major Functions: Responsible for leading multiple teams of professionals, acting in a specialized resource capacity. Directs the work of less experienced auditors and reviews, work papers, financial statements, and reports for accuracy and completeness. Ensures that assignments are carried out within the budgeted time and within delivery commitments.</p>
PARTNER/PRINCIPAL/ MANAGING DIRECTOR	<p>Qualifications: Ten years or more with seven or more years of experience acting in a managerial capacity. Certification or Advanced Degree may be substituted for one year of work experience. Bachelor's degree in an appropriate technical field with an appropriate technical certification such as Certified Public Accountant (CPA), Certified Information Systems Auditor (CISA), Certified Information Systems Security Professional (CISSP). Four years of experience may be substituted for a four-year degree.</p> <p>Major Functions: Has final authority in the conduct of the engagements and full responsibility for work performed. Negotiates and makes decisions for the Firm. Responsible for the commitment to the firm's resources to the engagement plan.</p>

LABOR CATEGORIES OFFERED UNDER SIN 541990RISK

Labor Category	Labor Category Description
RISK ASSESSMENT AND MITIGATION ASSOCIATE I	<p>Qualifications: An undergraduate degree with coursework in a field related to Risk Assessment and Mitigation such as Information System Mgmt, Computer Science, Computer Forensics, Information Technology, Information Security, Program/Project Management, Business Administration, Accounting and Finance or other relevant degree; up to two years of progressively responsible experience participating in projects as a team member; and specific experience in one or more key project areas.</p> <p>Major Functions: Associates interface with the client on a day-to-day basis, assist in identifying problems, perform technical analysis, devise feasible solutions, and support the completion of project specific Risk Assessment and Mitigation tasks within estimated time frames and budget constraints. Associates also support presentations and client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
RISK ASSESSMENT AND MITIGATION ASSOCIATE II	<p>Qualifications: An undergraduate degree with coursework in a field related to Risk Assessment and Mitigation such as Information System Mgmt, Computer Science, Computer Forensics, Information Technology, Information Security, Program/Project Management, Business Administration, Accounting and Finance or other relevant degree; one to two years of progressively responsible experience participating in projects as a team member; and specific experience in one or more key project areas.</p> <p>Major Functions: Associates interface with the client on a day-to-day basis, assist in identifying problems, perform technical analysis, devise feasible solutions, and support the completion of project specific Risk Assessment and Mitigation tasks within estimated time frames and budget constraints. Associates also support presentations and client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
RISK ASSESSMENT AND MITIGATION NEW MANAGER	<p>Qualifications: Specialized knowledge and expertise and/or an advanced degree, five or more years of progressively responsible experience in leading engagements, demonstrated ability to manage a project and to provide guidance and direction for Risk Assessment and Mitigation projects or sub-tasks, and increasing responsibility in design, implementation, and management of projects. Professional certifications such as Project Management Professional (PMP) and Risk Management Professional (RMP) are desirable but not required.</p> <p>Major Functions: Managers interface with the client on a day-to-day basis, direct the completion of Risk Assessment and Mitigation project-specific tasks within estimated time frames and budget constraints, manage the day-to-day activities of the project team, and review work products for quality, completeness, and adherence to applicable regulations and customer requirements. Tasks include but are not limited to providing breach mitigation and analysis/forensic services; deploying financial risk assessment and mitigation strategies and techniques; improving capabilities through the reduction, identification, and mitigation of risks; providing detailed risk statements, risk explanations and mitigation recommendations; designing and developing new business applications, processes, and procedures in response to risk assessments; and ensuring compliance with governance and regulatory requirements. This position ensures the project team's conformance with work standards, and coordinates work efforts with involved parties to ensure problem resolution and client satisfaction. The Manager also delivers presentations and leads client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>

<p>RISK ASSESSMENT AND MITIGATION MANAGER</p>	<p>Qualifications: An undergraduate degree and six or more years of progressively responsible experience in leading engagements, demonstrated ability to manage a project and to provide guidance and direction for Risk Assessment and Mitigation projects or sub-tasks, and increasing responsibility in design, implementation, and management of projects. Professional certifications such as Project Management Professional (PMP) and Risk Management Professional (RMP) are desirable but not required.</p> <p>Major Functions: Managers interface with the client on a day-to-day basis, direct the completion of Risk Assessment and Mitigation project-specific tasks within estimated time frames and budget constraints, manage the day-to-day activities of the project team, and review work products for quality, completeness, and adherence to applicable regulations and customer requirements. Tasks include but are not limited to providing breach mitigation and analysis/forensic services; deploying financial risk assessment and mitigation strategies and techniques; improving capabilities through the reduction, identification, and mitigation of risks; providing detailed risk statements, risk explanations and mitigation recommendations; designing and developing new business applications, processes, and procedures in response to risk assessments; and ensuring compliance with governance and regulatory requirements. This position ensures the project team's conformance with work standards, and coordinates work efforts with involved parties to ensure problem resolution and client satisfaction. The Manager also delivers presentations and leads client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
<p>RISK ASSESSMENT AND MITIGATION SENIOR MANAGER</p>	<p>Qualifications: An undergraduate degree and nine or more years' progressive experience in leading projects, demonstrated ability to provide guidance and direction for Risk Assessment and Mitigation projects or sub-tasks, and capability to manage multi-task projects of high complexity for Federal government clients. Professional certifications such as Project Management Professional (PMP) and Risk Management Professional (RMP) are desirable but not required.</p> <p>Major Functions: Senior Managers provide oversight and management for entire Risk Assessment and Mitigation engagements or multiple workstreams on large engagements. Takes increasing responsibility for the design, implementation, and management of Risk Assessment and Mitigation projects. Interfaces with the client on project-specific issues, directs the completion of projects within estimated time frames and budget constraints, coordinates project specific parties, and reviews work products for completeness and adherence to applicable regulations and customer requirements. In general, work complexity and responsibility will be greater at higher levels.</p>
<p>RISK ASSESSMENT AND MITIGATION PARTNER/PRINCIPAL</p>	<p>Qualifications: Bachelor's Degree (BS/BA). At least ten years' experience in leading and providing technical direction to Risk Assessment and Mitigation projects; demonstrated ability to provide guidance and direction for multiple projects; designing, implementing, and managing Federal government financial management engagements; and the capability to manage multi-task projects of high complexity. Professional certifications such as Project Management Professional (PMP) and Risk Management Professional (RMP) are desirable but not required.</p> <p>Major Functions: The Partner/Principal provides primary interface with client management personnel regarding strategic issues. This position directs the completion of Risk Assessment and Mitigation projects within estimated time frames and budget constraints, coordinates parties' efforts on tasks, and reviews work products for completeness and adherence to applicable regulations and customer requirements. The Partner/Principal also delivers, presents, and leads strategic level client meetings.</p>

LABOR CATEGORIES OFFERED UNDER SIN 541611

Labor Category	Labor Category Description
PROGRAM MANAGEMENT JUNIOR ACCOUNTANT	<p>Qualifications: An undergraduate degree in accounting, finance, or related field, up to two years of progressively responsible experience participating in projects as a team member, and specific experience in one or more key project areas.</p> <p>Major Functions: Junior Accountants interface with the client on a day-to-day basis, assist in identifying problems, perform technical analysis and devise feasible solutions, support the completion of Program Management tasks within estimated time frames and budget constraints, and support presentations and client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
PROGRAM MANAGEMENT EXPERIENCED ASSOCIATE	<p>Qualifications: An undergraduate degree with course work in a field related to Program Management such as Program/Project Management, Business Administration, Accounting, Finance, Human Resources Management, Information Systems Management, Science, Computer Science, Decision Science, or other relevant degree, one to two years of progressively responsible experience participating in projects as a team member, and specific experience in one or more key project areas.</p> <p>Major Functions: Associates interface with the client on a day-to-day basis, assist in identifying problems, perform technical analysis and devise feasible solutions, support the completion of Program Management tasks within estimated time frames and budget constraints, and support presentations and client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
PROGRAM MANAGEMENT NEW SENIOR ASSOCIATE	<p>Qualifications: An undergraduate degree with course work in a field related to Program Management such as Program/Project Management, Business Administration, Accounting, Finance, Human Resources Management, Information Systems Management, Science, Computer Science, Decision Science, or other relevant degree, three or more years of progressively responsible experience in performing and participating in engagements, specific experience in one or more key project areas, demonstrated ability to provide guidance and direction for specific projects or sub-tasks, and increasing responsibility in design, implementation, and management of projects.</p> <p>Major Functions: Senior Associates provide technical knowledge in their area of expertise, work individually and on teams to support the completion of Program Management tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis. In addition, Senior Associates apply their specific expertise to the practical issues they identify or those presented by the client. They also help to formulate solutions, prepare reports, studies, and documentation, and support presentations and client meetings for Program Management projects. In general, work complexity and responsibility will be greater at higher levels.</p>

Labor Category	Labor Category Description
PROGRAM MANAGEMENT NEW MANAGER	<p>Qualifications: Specialized knowledge and expertise and/or an advanced degree (four years of experience may be substituted for an undergraduate degree), five or more years of progressively responsible experience in leading engagements, demonstrated ability to manage a project and to provide guidance and direction for Program Management projects or sub-tasks, and increasing responsibility in design, implementation, and management of projects. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required.</p> <p>Major Functions: Managers interface with the client on a day-to-day basis, direct the completion of Program Management project-specific tasks within estimated time frames and budget constraints, manage the day-to-day activities of the project team, and review work products for quality, completeness, and adherence to applicable regulations and customer requirements. Tasks include but are not limited to program management, project management, program and project oversight, and program integration in business areas such as accounting, finance, human capital, information systems, human sciences, computer sciences, and decision sciences. This position ensures the project team's conformance with work standards, and coordinates work efforts with involved parties to ensure problem resolution and client satisfaction. The Manager also delivers presentations and leads client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
PROGRAM MANAGEMENT PUBLIC SERVICE SPECIALIST	<p>Qualifications: An undergraduate degree (four years of experience may be substituted for an undergraduate degree), eight or more years' progressive experience leveraging direct industry experience in providing technical, managerial and administrative direction in Program Management to state, local and/or federal entities.</p> <p>Major Functions: Public Service Specialist provides guidance to the project teams to support/meet organizational goals. Participates in strategy sessions, strategic assessments, and design reviews to validate approach and associated work products. Provides guidance and direction to other professionals, acts in a consulting and/or advisory capacity, coordinates resolution of highly complex problems and tasks. Recognized for strong expertise in industry issues and trends as applied to state, local and federal entities.</p>
PROGRAM MANAGEMENT NEW SENIOR MANAGER	<p>Qualifications: Specialized knowledge and expertise and/or an advanced degree (four years of experience may be substituted for an undergraduate degree), eight or more years of progressively responsible experience in leading engagements, demonstrated ability to manage a project and to provide guidance and direction for Program Management projects or sub-tasks, and increasing responsibility in design, implementation, and management of projects. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required.</p> <p>Major Functions: Senior Managers provide oversight and management for entire Program Management engagements or multiple work streams on large engagements. Take increasing responsibility for the design, implementation, and management of Program Management projects. Interface with the client on Program Management project-specific issues, direct the completion of projects within estimated time frames and budget constraints, coordinate project specific parties, and review work products for completeness and adherence to applicable regulations and customer requirements. In general, work complexity and responsibility will be greater at higher levels.</p>

Labor Category	Labor Category Description
PROGRAM MANAGEMENT SUBJECT MATTER EXPERT (SME)	<p>Qualifications: An undergraduate degree (four years of experience may be substituted for an undergraduate degree), over eight years' progressive experience leveraging direct industry experience in providing technical, managerial and administrative direction in Program Management.</p> <p>Major Functions: Program Management SME provides guidance to the project teams to support/meet organizational goals. Participates in strategy sessions, strategic assessments, and design reviews to validate approach and associated work products. Provides guidance and direction to other professionals, acts in a consulting and/or advisory capacity, coordinates resolution of highly complex problems and tasks. Recognized for strong expertise in industry issues and trends.</p>
PROGRAM MANAGEMENT PROGRAM MANAGER	<p>Qualifications: Bachelor's Degree (BS/BA) (four years of experience may be substituted for an undergraduate degree). At least ten years' experience in leading and providing technical direction to Program Management projects, demonstrated ability to provide guidance and direction for multiple projects, designing, implementing, and managing Federal government financial management engagements, and the capability to manage multi-task projects of high complexity. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required.</p> <p>Major Functions: Program Managers provide oversight and management for entire Program Management engagements and are responsible for the design, implementation, and management of Program Management projects. Interface with the client on Program Management project-specific issues, direct the completion of projects within estimated time frames and budget constraints, coordinate project specific parties, and review work products for completeness and adherence to applicable regulations and customer requirements. In general, work complexity and responsibility will be greater at higher levels.</p>
PROGRAM MANAGEMENT PARTNER/PRINCIPAL	<p>Qualifications: Bachelor's Degree (BS/BA) (four years of experience may be substituted for an undergraduate degree). At least ten years' experience in leading and providing technical direction to Program Management projects, demonstrated ability to provide guidance and direction for multiple projects, designing, implementing, and managing Federal government financial management engagements, and the capability to manage multi-task projects of high complexity. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required.</p> <p>Major Functions: Partners provide primary interface with client management personnel regarding strategic issues. This position directs the completion of Program Management projects within estimated time frames and budget constraints, coordinates parties' efforts on tasks, and reviews work products for completeness and adherence to applicable regulations and customer requirements. Partners also deliver, present, and lead strategic-level client meetings.</p>

LABOR CATEGORIES OFFERED UNDER SIN 541611

Labor Category	Labor Category Description
GRANTS MANAGEMENT JUNIOR ACCOUNTANT	<p>Qualifications: An undergraduate degree in accounting, finance, or related field, up to two years of progressively responsible experience participating in projects as a team member, and specific experience in one or more key project areas. CPA is desired, but not required.</p> <p>Major Functions: Junior Accountants interface with the client on a day-to-day basis, assist in identifying problems, perform technical analysis and devise feasible solutions, support the completion of Grants Management tasks within estimated time frames and budget constraints, and support presentations and client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
GRANTS MANAGEMENT ASSOCIATE	<p>Qualifications: An undergraduate degree with course work in a field related to Grants Management such as Public Policy, Public Administration, Business Administration, Accounting, Finance, Law, or other relevant degree, up to two years of progressively responsible experience participating in projects as a team member, and specific experience in one or more key project areas.</p> <p>Major Functions: Associates interface with the client on a day-to-day basis, assist in identifying problems, perform technical analysis and devise feasible solutions, support the completion of Grants Management tasks within estimated time frames and budget constraints, and support presentations and client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
GRANTS MANAGEMENT SENIOR ASSOCIATE	<p>Qualifications: An undergraduate degree with course work in a field related to Grants Management such as Public Policy, Public Administration, Business Administration, Accounting, Finance, Law, or other relevant degree, four or more years of progressively responsible experience in performing and participating in engagements, specific experience in one or more key project areas, demonstrated ability to provide guidance and direction for specific projects or sub-tasks, and increasing responsibility in design, implementation, management, and close-out of Grants Management projects.</p> <p>Major Functions: Senior Associates provide technical knowledge in their area of expertise, work individually and on teams to support the completion of Grants Management tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis. In addition, Senior Associates apply their specific expertise to the practical and compliance issues they identify or those presented by the client. They also help to formulate solutions, prepare reports, documentation, and other deliverable products, and support presentations and client meetings for Grants Management projects. In general, work complexity and responsibility will be greater at higher levels.</p>

Labor Category	Labor Category Description
GRANTS MANAGEMENT SENIOR MANAGER	<p>Qualifications: Specialized knowledge and expertise and/or an advanced degree (four years of experience may be substituted for an undergraduate degree), nine or more years of progressively responsible experience in leading engagements, demonstrated ability to manage a project and to provide guidance and direction for Grants Management projects or sub-tasks, and increasing responsibility in design, implementation, management, and close-out of Grants Management projects. Professional certifications such as Project Management Professional (PMP), Program Management Professional (PgMP), Certified Government Financial Manager (CGFM), and Certified Defense Financial Manager (CDFM) are desirable but not required.</p> <p>Major Functions: Senior Managers provide oversight and management for entire Grants Management engagements or multiple work streams on large engagements. Take increasing responsibility for the design, implementation, management and close-out of Grants Management projects. Interface with the client on Grants Management project-specific issues, direct the completion of projects within estimated time frames and budget constraints, coordinate project specific parties, and review work products for completeness and adherence to applicable regulations and customer requirements. In general, work complexity and responsibility will be greater at higher levels.</p>
GRANTS MANAGEMENT PROGRAM MANAGER	<p>Qualifications: Bachelor's Degree (BS/BA) (four years of experience may be substituted for an undergraduate degree). At least ten years' experience in leading and providing technical direction to Grants Management projects, demonstrated ability to provide guidance and direction for multiple projects, designing, implementing, and managing Federal government financial management engagements, and the capability to manage multi-task projects of high complexity. Professional certifications such as Project Management Professional (PMP), Program Management Professional (PgMP), Certified Government Financial Manager (CGFM), and Certified Defense Financial Manager (CDFM) are desirable but not required.</p> <p>Major Functions: Program Managers provide oversight and management for entire Grants Management engagements and are responsible for the design, implementation, management, and close-out of Grants Management projects. Interface with the client on Grants Management project-specific issues, direct the completion of projects within estimated time frames and budget constraints, coordinate project specific parties, and review work products for completeness and adherence to applicable regulations and customer requirements. In general, work complexity and responsibility will be greater at higher levels.</p>
GRANTS MANAGEMENT SUBJECT MATTER EXPERT (SME)	<p>Qualifications: An undergraduate degree (four years of experience may be substituted for an undergraduate degree), over eight years' progressive experience leveraging direct industry experience in providing technical, managerial and administrative direction in Grants Management.</p> <p>Major Functions: Grants Management SME provides guidance to the project teams to support/meet organizational goals. Participates in strategy sessions, strategic assessments, and design reviews to validate approach and associated work products. Provides guidance and direction to other professionals, acts in a consulting and/or advisory capacity; coordinates resolution of highly complex problems and tasks. Recognized for strong expertise in industry issues and trends.</p>

Labor Category	Labor Category Description
GRANTS MANAGEMENT SENIOR MANAGER (CPA)	<p>Qualifications: Specialized knowledge and expertise and/or an advanced degree (four years of experience may be substituted for an undergraduate degree) in accounting, finance or related field, ten or more years of progressively responsible experience in leading engagements, demonstrated ability to manage a project and to provide guidance and direction for Grants Management projects or sub-tasks, and increasing responsibility in design, implementation, and management of projects. CPA is required. Other professional certifications such as Project Management Professional (PMP), Program Management Professional (PgMP), Certified Government Financial Manager (CGFM), and Certified Defense Financial Manager (CDFM) are desirable but not required.</p> <p>Major Functions: Senior Manager CPAs provide oversight and management for entire Grants Management engagements or multiple work streams on large engagements. Take increasing responsibility for the design, implementation, management and close-out of Grants Management projects. Interface with the client on Grants Management project-specific issues, direct the completion of projects within estimated time frames and budget constraints, coordinate project specific parties, and review work products for completeness and adherence to applicable regulations and customer requirements. In general, work complexity and responsibility will be greater at higher levels.</p>
GRANTS MANAGEMENT PARTNER/PRINCIPAL	<p>Qualifications: Bachelor's Degree (BS/BA) (four years of experience may be substituted for an undergraduate degree). At least ten years' experience in leading and providing technical direction to Grants Management projects, demonstrated ability to provide guidance and direction for multiple projects, designing, implementing, and managing Federal government financial management engagements, and the capability to manage multi-task projects of high complexity. Professional certifications such as Project Management Professional (PMP), Program Management Professional (PgMP), Certified Government Financial Manager (CGFM), and Certified Defense Financial Manager (CDFM) are desirable but not required.</p> <p>Major Functions: Partners/Principals provide primary interface with client management personnel regarding strategic issues. This position directs the completion of Grants Management projects within estimated time frames and budget constraints, coordinates parties' efforts on tasks, and reviews work products for completeness and adherence to applicable regulations and customer requirements. Partners/Principals also deliver, present, and lead strategic-level client meetings.</p>

LABOR CATEGORIES OFFERED UNDER SIN 541611

Labor Category	Labor Category Description
ASSOCIATE	<p>Qualifications: Zero to two years of progressively responsible experience in consulting and/or directly relevant industry experience in support of projects or tasks.</p> <p>Major Functions: The Associate provides a variety of project support involving finance, business processes, and technology from a risk services and management consulting standpoint. Each Associate will provide support to projects ranging from process improvement and strategic alignment to technology security. The Associate will work closely with staff, managers, and partners on all phases of project planning, engagement management, and wrap up.</p>
SENIOR ASSOCIATE	<p>Qualifications: An undergraduate degree and at least three years of progressively responsible experience in consulting and/or directly relevant industry experience in all aspects of project or task management. Minimum of two years of experience acting in all aspects of project or task management. Minimum of two years of experience acting in a technical or functional lead capacity. Proficient in the use of firm tools to better support the overall program objectives and goals. Other experience including demonstrated leadership skills and demonstrated ability to identify and define business and technical needs. Four years of experience may be substituted for a four-year degree. An advanced degree or professional certification in a related business field may be substituted for one year of experience.</p> <p>Major Functions: The Senior Associate provides technical knowledge in their area of expertise, works individually and on teams to support the completion of project specific task within estimated time frames and budget constraints and interface with the client on a day-to-day basis. In addition, the Senior Associate supports the development of solutions that address organization challenges and support project objectives often by leading assigned engagement tasks to completion within scope and budget constraints, while ensuring deliverable requirements are met.</p>
BUSINESS ANALYST	<p>Qualifications: An undergraduate degree and at least two years of progressively responsible experience. Four years of experience may be substituted for a four-year degree. An advanced degree or professional certification in a related business field may be substituted for one year of experience.</p> <p>Major Functions: The Business Analyst II provides analysis of the business and information environments, activities and events. Assists with finding trends, errors and reviewing data with report writing skills.</p>
CONSULTANT I	<p>Qualifications: An undergraduate degree, one or more years of progressively responsible experience participating in projects as a team member, and specific experience in one or more key project areas. Four years of experience may be substituted for a four-year degree. An advanced degree or certification in a related business field may be substituted for one year of experience.</p> <p>Major Functions: Consultants interface with the client on a day-to-day basis, assist in identifying problems, performs technical analysis, and devise feasible solutions, support the completion of project specific tasks within estimated time frames and budget constraints, and support presentations and client meetings.</p>

Labor Category	Labor Category Description
CONSULTANT II	<p>Qualifications: An undergraduate degree, three years of progressively responsible experience in performing and participating in engagements, specific experience in one or more key project areas, demonstrated ability to provide guidance and direction for specific projects or sub-tasks, and increasing responsibility in design, implementation, and management of projects. Four years of experience may be substituted for a four-year degree. An advanced degree or certification in a related business field may be substituted for one year of experience.</p> <p>Major Functions: Senior Consultants provide technical knowledge in their area of expertise, work individually and on teams to support the completion of project-specific tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis. In addition, Senior Consultants apply their specific expertise to the practical issues they identify or those presented by the client. They also help to formulate solutions, prepare reports, studies, and documentation, and support presentations and client meetings.</p>
CONSULTANT III	<p>Qualifications: An undergraduate degree, four years of progressively responsible experience in performing and participating in engagements, specific experience in one or more key project areas, demonstrated ability to provide guidance and direction for specific projects or sub-tasks, and increasing responsibility in design, implementation, and management of projects. Four years of experience may be substituted for a four-year degree. An advanced degree or certification in a related business field may be substituted for one year of experience.</p> <p>Major Functions: Principal Consultants provide technical knowledge in their area of expertise, work individually and on teams to support the completion of project-specific tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis. In addition, Senior Consultants apply their specific expertise to the practical issues they identify or those presented by the client. They also help to formulate solutions, prepare reports, studies, and documentation, and support presentations and client meetings.</p>
STATISTICIAN	<p>Qualifications: An undergraduate degree and three or more years of progressively responsible experience. Four years of experience may be substituted for a four-year degree. An advanced degree or professional certification in a related business field may be substituted for one year of experience.</p> <p>Major Functions: The Statistician is expected to gather, display, analyze, summarize and problem solve quantitative data, identify trends and relationships within data, and provide advice based on the information presented for predictability purposes.</p>
MANAGER I	<p>Qualifications: An undergraduate degree and three or more years of progressively responsible experience in leading engagements, demonstrated ability to manage a project and to provide guidance and direction for specific projects or sub-tasks, and increasing responsibility in design, implementation, and management of projects. Four years of experience may be substituted for a four-year degree. An advanced degree or certification in a related business field may be substituted for one year of experience.</p> <p>Major Functions: The Manager interfaces with the client on a day-to-day basis, directs the completion of project-specific tasks within estimated time frames and budget constraints, manages the day-to-day activities of the project team, and reviews work products for quality, completeness, and adherence to applicable regulations and customer requirements. This position ensures the project team's conformance with work standards, and coordinates work effort with involved parties to ensure problem resolution and client satisfaction. Then Manager also delivers presentations and leads client meetings.</p>

Labor Category	Labor Category Description
MANAGER II	<p>Qualifications: An undergraduate degree and five or more years of progressively responsible experience leading engagements, demonstrated ability to manage a project and to provide guidance and direction for specific projects or sub-tasks, and increasing responsibility in design, implementation, and management of projects. Four years of experience may be substituted for a four-year degree. An advanced degree or certification in a related business field may be substituted for one year of experience.</p> <p>Major Functions: The Manager interfaces with the client on a day-to-day basis, directs the completion of project-specific tasks within estimated time frames and budget constraints, manages the day-to-day activities of the project team, and reviews work products for quality, completeness, and adherence to applicable regulations and customer requirements. This position ensures the project team's conformance with work standards, and coordinates work effort with involved parties to ensure problem resolution and client satisfaction. Then Manager also delivers presentations and leads client meetings.</p>
SUBJECT MATTER EXPERT (SME)	<p>Qualifications: An undergraduate and seven or more years of progressively responsible experience. Four years of experience may be substituted for a four-year degree. An advanced degree or certification in a related business field may be substituted for one year of experience.</p> <p>Major Functions: The SME leads engagements, provides guidance, and works with customers and stakeholders to provide analysis and advice. The SME is expected to have significant knowledge and experience associated with the specific area of expertise. SMEs are typically identified as recognized industry leaders for a given area. May be called upon to provide detailed research in the area of expertise.</p>
SENIOR MANAGER/DIRECTOR	<p>Qualifications: An undergraduate degree in business, technical or related field. At least eight years progressive experience. Minimum of seven years leading and providing technical direction. Minimum of five years project management experience. Four years of experience may be substituted for a four-year degree. An advanced degree or certification in a related business field may be substituted for one year of experience.</p> <p>Major Functions: The Senior Manager/Director has taken on increasing responsibility in the design, implementation, and management of projects. The interface with the client on project-specific issues, direct the completion of projects within estimated time frames and budget constraints, coordinate project specific parties, and review work products for completeness and adherence to applicable regulations and customer requirements.</p>
PARTNER/PRINCIPAL/ MANAGING DIRECTOR	<p>Qualifications: An undergraduate degree. At least ten years progressive experience. Minimum of seven years leading and providing technical direction. Minimum of five years in project management and the capability to manage medium or large multi-task projects of high complexity. An advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Major Functions: The Partner/Principal/Managing Director effectively manages the completion of projects within estimated time frames and budget constraints, coordinates parties' effort on tasks, and reviews work products for completeness and adherence to applicable regulations and customer requirements. Manages client issues and provides feedback.</p>

Labor Category	Labor Category Description
LEADERSHIP EXECUTIVE	<p>Qualifications: An undergraduate degree. At least ten years' experience in leading and providing technical direction to projects, demonstrated ability to provide guidance and direction for multiple projects, designing, implementing, and managing Federal government financial management engagements, and the capability to manage multi-task projects of high complexity. Typically has a series of professional certifications. Four years of experience may be substituted for a four-year degree. Certification or Advanced Degree may be substituted for one year of work experience.</p> <p>Major Functions: The Leadership Executive provides primary interface with client management personnel regarding strategic issues. He or she directs the completion of projects within estimated time frames and budget constraints, coordinates parties' efforts on tasks, and reviews work products for completeness and adherence to applicable regulations and customer requirements. The Leadership Executive also delivers, presents, and leads strategic level client meetings.</p>
TRAINING INSTRUCTOR	<p>Qualifications: An undergraduate degree and two or more years of progressively responsible experience with the subject matter. Four years of experience may be substituted for a four-year degree. An advanced degree or professional certification in a related business field may be substituted for one year of experience.</p> <p>Major Functions: The Training Instructor conducts training programs, presenting training materials, and interacting directly with students. Experience with presenting training using various techniques or tools.</p>
TRAINING LEAD	<p>Qualifications: An undergraduate degree and three or more years of progressively responsible experience with the subject matter. Four years of experience may be substituted for a four-year degree. An advanced degree or professional certification in a related business field may be substituted for one year of experience.</p> <p>Major Functions: The Training Lead functions at a senior level. Conducts training programs, presents training materials and interacts directly with students. Experience with presenting training using various techniques or tools.</p>
TRAINING MANAGER	<p>Qualifications: An undergraduate degree and four or more years of progressively responsible experience. Four years of experience may be substituted for a four-year degree. An advanced degree or professional certification in a related business field may be substituted for one year of experience.</p> <p>Major Functions: The Training Manager develops and maintains technical training curriculum to be delivered in all formats. Develop testing strategies to validate student level of knowledge. Plan, schedule and execute training to support customer needs. Oversees training specialists/instructors in the delivery of training.</p>
TRAINING SUBJECT MATTER EXPERT (SME)	<p>Qualifications: An undergraduate degree and five or more years of progressively responsible experience. Four years of experience may be substituted for a four-year degree. An advanced degree or professional certification in a related business field may be substituted for one year of experience.</p> <p>Major Functions: The Training SME provides advice and guidance to customer and training staff on the design and delivery of technical training programs. Determines training objectives by conducting analysis of overall needs and specific skill or knowledge gaps.</p>

LABOR CATEGORIES OFFERED UNDER SIN 541612HC

Labor Category	Labor Category Description
HUMAN CAPITAL ASSOCIATE I	<p>Qualifications: An undergraduate degree with course work in a field related to human capital management, human resources, employment relations, organizational development, business management, industrial engineering, or other relevant degree; up to two years of progressively responsible experience participating in engagements as a team member; and specific experience in one or more key project areas. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Major Functions: Associates interface with the client on a day-to-day basis, assist in identifying problems, performs technical analysis, and devise feasible solutions, support the completion of human capital-related tasks within estimated time frames and budget constraints, and support presentations and client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
HUMAN CAPITAL ASSOCIATE II	<p>Qualifications: An undergraduate degree with course work in a field related to human capital management, human resources, employment relations, organizational development, business management, industrial engineering, or other relevant degree; one or more years of progressively responsible experience participating in engagements as a team member; and specific experience in one or more key project areas. Advanced degree or certification in a related business field may be substituted for one year of experience. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Major Functions: Experienced Associates interface with the client on a day-to-day basis, assist in identifying problems, performs technical analysis, and devise feasible solutions, support the completion of human capital-related tasks within estimated time frames and budget constraints, and support presentations and client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
HUMAN CAPITAL SENIOR ASSOCIATE I	<p>Qualifications: An undergraduate degree with course work in a field related to human capital management, human resources, employment relations, organizational development, business management, industrial engineering, or other relevant degree; two or more years of progressively responsible experience in performing and participating in engagements; specific experience in one or more key project areas; demonstrated ability to provide guidance and direction for specific projects or sub-tasks; and increasing responsibility in design, implementation, and management of engagements. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Major Functions: Senior Associates provide technical knowledge in their area of expertise, work individually and on teams to support the completion of human capital-related tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis. Senior Associates apply their specific expertise to the practical issues they identify or those presented by the client. They help to formulate solutions; prepare reports, studies, and documentation; and support presentations and client meetings for human capital-related engagements. In general, work complexity and responsibility will be greater at higher levels.</p>

Labor Category	Labor Category Description
<p>HUMAN CAPITAL SENIOR ASSOCIATE II</p>	<p>Qualifications: An undergraduate degree with course work in a field related to human capital management, human resources, employment relations, organizational development, business management, industrial engineering, or other relevant degree; three or more years of progressively responsible experience in performing and participating in engagements; specific experience in one or more key project areas; demonstrated ability to provide guidance and direction for specific projects or sub-tasks; and increasing responsibility in design, implementation, and management of engagements. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Major Functions: Senior Associates provide technical knowledge in their area of expertise, work individually and on teams to support the completion of human capital-related tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis. Senior Associates apply their specific expertise to the practical issues they identify or those presented by the client. They help to formulate solutions; prepare reports, studies, and documentation; and support presentations and client meetings for human capital-related engagements. In general, work complexity and responsibility will be greater at higher levels.</p>
<p>HUMAN CAPITAL SENIOR ASSOCIATE III</p>	<p>Qualifications: An undergraduate degree with course work in a field related to human capital management, human resources, employment relations, organizational development, business management, industrial engineering, or other relevant degree; four or more years of progressively responsible experience in performing and participating in engagements; specific experience in one or more key project areas; demonstrated ability to provide guidance and direction for specific projects or sub-tasks; and increasing responsibility in design, implementation, and management of engagements. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Major Functions: Senior Associates provide technical knowledge in their area of expertise, work individually and on teams to support the completion of human capital-related tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis. Senior Associates apply their specific expertise to the practical issues they identify or those presented by the client. They help to formulate solutions; prepare reports, studies, and documentation; and support presentations and client meetings for human capital-related engagements. In general, work complexity and responsibility will be greater at higher levels.</p>

Labor Category	Labor Category Description
HUMAN CAPITAL NEW MANAGER	<p>Qualifications: Specialized knowledge and expertise and/or an advanced degree, five or more years of progressively responsible experience in leading engagements, demonstrated ability to manage an engagement, provide guidance and direction for human capital-related engagements or sub-tasks, and increasing responsibility in design, implementation, and management of engagements. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Major Functions: New Managers interface with the client on a day-to-day basis, direct the completion of human capital-related tasks within estimated time frames and budget constraints, manage day-to-day activities of the engagement team, and review work products for quality, completeness, and adherence to applicable regulations and customer requirements. Tasks include but are not limited to program management, project management, program and project oversight, and program integration in areas such as human capital, information systems, business administration, and decision sciences. New Managers ensure the engagement team's conformance with work standards and coordinate work effort with involved parties to ensure problem resolution and client satisfaction. New Managers deliver presentations and lead client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
HUMAN CAPITAL MANAGER	<p>Qualifications: Specialized knowledge and expertise and/or an advanced degree, six or more years of progressively responsible experience in leading engagements, demonstrated ability to manage an engagement, provide guidance and direction for human capital-related engagements or sub-tasks, and increasing responsibility in design, implementation, and management of engagements. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Major Functions: Managers interface with the client on a day-to-day basis, direct the completion of human capital-related tasks within estimated time frames and budget constraints, manage day-to-day activities of the engagement team, and review work products for quality, completeness, and adherence to applicable regulations and customer requirements. Tasks include but are not limited to program management, project management, program and project oversight, and program integration in areas such as human capital, information systems, business administration, and decision sciences. Managers ensure the engagement team's conformance with work standards and coordinate work effort with involved parties to ensure problem resolution and client satisfaction. Managers deliver presentations and lead client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>

Labor Category	Labor Category Description
<p>HUMAN CAPITAL EXPERIENCED MANAGER</p>	<p>Qualifications: Specialized knowledge and expertise and/or an advanced degree, seven or more years of progressively responsible experience in leading engagements, demonstrated ability to manage an engagement, provide guidance and direction for human capital-related engagements or sub-tasks, and increasing responsibility in design, implementation, and management of engagements. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for four-year degree.</p> <p>Major Functions: Experienced Managers interface with the client on a day-to-day basis, direct the completion of human capital-related tasks within estimated time frames and budget constraints, manage day-to-day activities of the engagement team, and review work products for quality, completeness, and adherence to applicable regulations and customer requirements. Tasks include but are not limited to program management, project management, program and project oversight, and program integration in areas such as human capital, information systems, business administration, and decision sciences. Experienced Managers ensure the engagement team's conformance with work standards and coordinate work effort with involved parties to ensure problem resolution and client satisfaction. Experienced Managers deliver presentations and lead client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
<p>HUMAN CAPITAL SENIOR MANAGER</p>	<p>Qualifications: Specialized knowledge and expertise and/or an advanced degree, eight or more years of progressively responsible experience in leading engagements, demonstrated ability to manage a project and to provide guidance and direction for human capital-related engagements, and increasing responsibility in design, implementation, and management of projects. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required. Four years of experience may be substituted for a four-year degree.</p> <p>Major Functions: Senior Managers provide oversight and management for entire human capital engagements or multiple workstreams on large engagements. They take increasing responsibility for the design, implementation, and management of human capital-related projects. Senior Managers interface with the client on project-specific issues, direct the completion of projects within estimated time frames and budget constraints, and review work products for completeness and adherence to applicable regulations and customer requirements. In general, work complexity and responsibility will be greater at higher levels.</p>

Labor Category	Labor Category Description
<p>HUMAN CAPITAL EXPERIENCED SENIOR MANAGER</p>	<p>Qualifications: Specialized knowledge and expertise and/or an advanced degree, nine or more years of progressively responsible experience in leading engagements, demonstrated ability to manage a project and to provide guidance and direction for human capital-related engagements, and increasing responsibility in design, implementation, and management of projects. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required. Four years of experience may be substituted for a four-year degree.</p> <p>Major Functions: Experienced Senior Managers provide oversight and management for entire human capital engagements or multiple workstreams on large engagements. They take increasing responsibility for the design, implementation, and management of human capital-related projects. Experienced Senior Managers interface with the client on project-specific issues, direct the completion of projects within estimated time frames and budget constraints, and review work products for completeness and adherence to applicable regulations and customer requirements. In general, work complexity and responsibility will be greater at higher levels.</p>
<p>HUMAN CAPITAL DIRECTOR</p>	<p>Qualifications: An undergraduate degree and eight or more years of progressive experience leveraging direct industry experience in providing technical, managerial and administrative direction for human capital engagements. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Major Functions: Directors provide guidance to the human capital-related engagement team to support and meet organizational goals. Directors participate in strategy sessions, strategic assessments, and design reviews to validate approach and associated work products. Directors provide guidance and direction to other professionals, act in a consulting and/or advisory capacity; coordinate resolution of highly complex problems and tasks. Directors are recognized for strong expertise in industry issues and trends.</p>
<p>HUMAN CAPITAL PARTNER</p>	<p>Qualifications: An undergraduate degree and ten or more years of experience in leading and providing technical direction to human capital-related engagements; demonstrated ability to provide guidance and direction for multiple engagements; designing, implementing, and managing Federal government engagements; and the capability to manage multi-task engagements of high complexity. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Major Functions: Partners provide primary interface with client management personnel regarding strategic issues. Partners direct the completion of human capital-related engagements within estimated time frames and budget constraints, coordinate parties' efforts on tasks, and review work products for completeness and adherence to applicable regulations and customer requirements. Partners deliver, present, and lead strategic level client meetings.</p>

LABOR CATEGORIES OFFERED UNDER SIN 541612LOB

Labor Category	Labor Category Description
IT HUMAN CAPITAL ASSOCIATE I	<p>Qualifications: An undergraduate degree with course work in a field related to information technology, applied computer science, systems engineering, human capital management, human resources, employment relations, organizational development, business management, industrial engineering, or other relevant degree; up to two years of progressively responsible experience participating in engagements as a team member; and specific experience in one or more key project areas. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Major Functions: Associates interface with the client on a day-to-day basis, assist in identifying problems, performs technical analysis, and devise feasible solutions, support the completion of technology and human capital-related tasks within estimated time frames and budget constraints, and support presentations and client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
IT HUMAN CAPITAL ASSOCIATE II	<p>Qualifications: An undergraduate degree with course work in a field related to information technology, applied computer science, systems engineering, human capital management, human resources, employment relations, organizational development, business management, industrial engineering, or other relevant degree; one or more years of progressively responsible experience participating in engagements as a team member; and specific experience in one or more key project areas. Advanced degree or certification in a related business field may be substituted for one year of experience. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Major Functions: Experienced Associates interface with the client on a day-to-day basis, assist in identifying problems, performs technical analysis, and devise feasible solutions, support the completion of technology and human capital-related tasks within estimated time frames and budget constraints, and support presentations and client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
IT HUMAN CAPITAL SENIOR ASSOCIATE I	<p>Qualifications: An undergraduate degree with course work in a field related to information technology, applied computer science, systems engineering, human capital management, human resources, employment relations, organizational development, business management, industrial engineering, or other relevant degree; two or more years of progressively responsible experience in performing and participating in engagements; specific experience in one or more key project areas; demonstrated ability to provide guidance and direction for specific projects or sub-tasks; and increasing responsibility in design, implementation, and management of engagements. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Major Functions: Senior Associates provide technical knowledge in their area of expertise, work individually and on teams to support the completion of technology and human capital-related tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis. Senior Associates apply their specific expertise to the practical issues they identify or those presented by the client. They help to formulate solutions; prepare reports, studies, and documentation; and support presentations and client meetings for technology and human capital-related engagements. In general, work complexity and responsibility will be greater at higher levels.</p>

Labor Category	Labor Category Description
IT HUMAN CAPITAL SENIOR ASSOCIATE II	<p>Qualifications: An undergraduate degree with course work in a field related to information technology, applied computer science, systems engineering, human capital management, human resources, employment relations, organizational development, business management, industrial engineering, or other relevant degree; three or more years of progressively responsible experience in performing and participating in engagements; specific experience in one or more key project areas; demonstrated ability to provide guidance and direction for specific projects or sub-tasks; and increasing responsibility in design, implementation, and management of engagements. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for four-year degree.</p> <p>Major Functions: Senior Associates provide technical knowledge in their area of expertise, work individually and on teams to support the completion of technology and human capital-related tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis. Senior Associates apply their specific expertise to the practical issues they identify or those presented by the client. They help to formulate solutions; prepare reports, studies, and documentation; and support presentations and client meetings for technology and human capital-related engagements. In general, work complexity and responsibility will be greater at higher levels.</p>
IT HUMAN CAPITAL SENIOR ASSOCIATE III	<p>Qualifications: An undergraduate degree with course work in a field related to information technology, applied computer science, systems engineering, human capital management, human resources, employment relations, organizational development, business management, industrial engineering, or other relevant degree; four or more years of progressively responsible experience in performing and participating in engagements; specific experience in one or more key project areas; demonstrated ability to provide guidance and direction for specific projects or sub-tasks; and increasing responsibility in design, implementation, and management of engagements. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for four-year degree.</p> <p>Major Functions: Senior Associates provide technical knowledge in their area of expertise, work individually and on teams to support the completion of technology and human capital-related tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis. Senior Associates apply their specific expertise to the practical issues they identify or those presented by the client. They help to formulate solutions; prepare reports, studies, and documentation; and support presentations and client meetings for technology and human capital-related engagements. In general, work complexity and responsibility will be greater at higher levels.</p>

Labor Category	Labor Category Description
IT HUMAN CAPITAL NEW MANAGER	<p>Qualifications: Specialized knowledge and expertise and/or an advanced degree, five or more years of progressively responsible experience in leading engagements, demonstrated ability to manage an engagement, provide guidance and direction for technology and human capital-related engagements or sub-tasks, and increasing responsibility in design, implementation, and management of engagements. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Major Functions: New Managers interface with the client on a day-to-day basis, direct the completion of technology and human capital-related tasks within estimated time frames and budget constraints, manage day-to-day activities of the engagement team, and review work products for quality, completeness, and adherence to applicable regulations and customer requirements. Tasks include but are not limited to program management, project management, program and project oversight, and program integration in areas such as human capital, information systems, business administration, and decision sciences. New Managers ensure the engagement team's conformance with work standards and coordinate work effort with involved parties to ensure problem resolution and client satisfaction. New Managers deliver presentations and lead client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
IT HUMAN CAPITAL MANAGER	<p>Qualifications: Specialized knowledge and expertise and/or an advanced degree, six or more years of progressively responsible experience in leading engagements, demonstrated ability to manage an engagement, provide guidance and direction for technology and human capital-related engagements or sub-tasks, and increasing responsibility in design, implementation, and management of engagements. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for four-year degree.</p> <p>Major Functions: Managers interface with the client on a day-to-day basis, direct the completion of technology and human capital-related tasks within estimated time frames and budget constraints, manage day-to-day activities of the engagement team, and review work products for quality, completeness, and adherence to applicable regulations and customer requirements. Tasks include but are not limited to program management, project management, program and project oversight, and program integration in areas such as human capital, information systems, business administration, and decision sciences. Managers ensure the engagement team's conformance with work standards and coordinate work effort with involved parties to ensure problem resolution and client satisfaction. Managers deliver presentations and lead client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>

Labor Category	Labor Category Description
IT HUMAN CAPITAL EXPERIENCED MANAGER	<p>Qualifications: Specialized knowledge and expertise and/or an advanced degree, seven or more years of progressively responsible experience in leading engagements, demonstrated ability to manage an engagement, provide guidance and direction for technology and human capital-related engagements or sub-tasks, and increasing responsibility in design, implementation, and management of engagements. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for four-year degree.</p> <p>Major Functions: Experienced Managers interface with the client on a day-to-day basis, direct the completion of technology and human capital-related tasks within estimated time frames and budget constraints, manage day-to-day activities of the engagement team, and review work products for quality, completeness, and adherence to applicable regulations and customer requirements. Tasks include but are not limited to program management, project management, program and project oversight, and program integration in areas such as human capital, information systems, business administration, and decision sciences. Experienced Managers ensure the engagement team’s conformance with work standards and coordinate work effort with involved parties to ensure problem resolution and client satisfaction. Experienced Managers deliver presentations and lead client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
IT HUMAN CAPITAL SENIOR MANAGER	<p>Qualifications: Specialized knowledge and expertise and/or an advanced degree, eight or more years of progressively responsible experience in leading engagements, demonstrated ability to manage a project and to provide guidance and direction for technology and human capital-related engagements, and increasing responsibility in design, implementation, and management of projects. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Major Functions: Senior Managers provide oversight and management for entire technology and human capital engagements or multiple workstreams on large engagements. They take increasing responsibility for the design, implementation, and management of technology and human capital-related projects. Senior Managers interface with the client on project-specific issues, direct the completion of projects within estimated time frames and budget constraints, and review work products for completeness and adherence to applicable regulations and customer requirements. In general, work complexity and responsibility will be greater at higher levels.</p>

Labor Category	Labor Category Description
IT HUMAN CAPITAL EXPERIENCED SENIOR MANAGER	<p>Qualifications: Specialized knowledge and expertise and/or an advanced degree, nine or more years of progressively responsible experience in leading engagements, demonstrated ability to manage a project and to provide guidance and direction for technology and human capital-related engagements, and increasing responsibility in design, implementation, and management of projects. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for four-year degree.</p> <p>Major Functions: Experienced Senior Managers provide oversight and management for entire technology and human capital engagements or multiple workstreams on large engagements. They take increasing responsibility for the design, implementation, and management of technology and human capital-related projects. Experienced Senior Managers interface with the client on project-specific issues, direct the completion of projects within estimated time frames and budget constraints, and review work products for completeness and adherence to applicable regulations and customer requirements. In general, work complexity and responsibility will be greater at higher levels.</p>
IT HUMAN CAPITAL DIRECTOR	<p>Qualifications: An undergraduate degree and eight or more years of progressive experience leveraging direct industry experience in providing technical, managerial and administrative direction for technology and human capital engagements. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Major Functions: Directors provide guidance to the technology and human capital-related engagement team to support and meet organizational goals. Directors participate in strategy sessions, strategic assessments, and design reviews to validate approach and associated work products. Directors provide guidance and direction to other professionals, act in a consulting and/or advisory capacity; coordinate resolution of highly complex problems and tasks. Directors are recognized for strong expertise in industry issues and trends.</p>
IT HUMAN CAPITAL PARTNER	<p>Qualifications: An undergraduate degree and ten or more years of experience in leading and providing technical direction to technology and human capital-related engagements; demonstrated ability to provide guidance and direction for multiple engagements; designing, implementing, and managing Federal government engagements; and the capability to manage multi-task engagements of high complexity. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Major Functions: Partners provide primary interface with client management personnel regarding strategic issues. Partners direct the completion of technology and human capital-related engagements within estimated time frames and budget constraints, coordinate parties' efforts on tasks, and review work products for completeness and adherence to applicable regulations and customer requirements. Partners deliver, present, and lead strategic level client meetings.</p>

LABOR CATEGORIES OFFERED UNDER SIN 541330ENG

Labor Category	Labor Category Description
ENGINEERING ASSOCIATE LEVEL I	<p>Minimum/General Experience: An undergraduate degree with course work in a field related to technical and engineering services including mechanical, civil, electrical, or engineering management, operations management, supply chain management, math, program/project management, or other relevant degree; up to one year of progressively responsible experience participating in engagements as a team member. Four years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level I Associates interface with the client on a day-to-day basis, assist in identifying problems, perform technical analysis, and devise feasible solutions, support the completion of engineering-related tasks within estimated timeframes and budget constraints, and support presentations and client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
ENGINEERING ASSOCIATE LEVEL II	<p>Qualifications: An undergraduate degree with course work in a field related to technical and engineering services including mechanical, civil, electrical, or engineering management, operations management, supply chain management, math, program/project management, or other relevant degree; one or more years of progressively responsible experience participating in projects as a team member; and specific experience in one or more key project areas. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Major Functions: Level II Associates interface with the client on a day-to-day basis, assist in identifying problems, perform technical analysis, and devise feasible solutions, support the completion of engineering-related tasks within estimated time frames and budget constraints, and support presentations and client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
ENGINEERING SENIOR ASSOCIATE LEVEL I	<p>Qualifications: An undergraduate degree with course work in a field related to technical and engineering services including mechanical, civil, electrical, or engineering management, operations management, supply chain management, math, program/project management, or other relevant degree; three or more years of progressively responsible experience in performing and participating in engagements; specific experience in one or more key project areas; demonstrated ability to provide guidance and direction for specific projects or sub-tasks; and increasing responsibility in design, implementation, and management of engagements. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Major Functions: Level I Senior Associates provide technical knowledge in their area of expertise, work individually and on teams to support the completion of engineering-related tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis. In addition, Level I Senior Associates apply their specific expertise to the practical issues they identify or those presented by the client. They also help to formulate solutions; prepare reports, studies, and documentation; and support presentations and client meetings for engineering-related engagements. In general, work complexity and responsibility will be greater at higher levels.</p>

Labor Category	Labor Category Description
ENGINEERING MANAGER	<p>Minimum/General Experience: Specialized knowledge and expertise and/or an advanced degree, five or more years of progressively responsible experience in leading engagements, demonstrated ability to manage an engagement and to provide guidance and direction for engineering-related engagements or sub-tasks, and increasing responsibility in design, implementation, and management of engagements. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Managers interface with the client on a day-to-day basis, direct the completion of engineering-related tasks within estimated time frames and budget constraints, manage day-to-day activities of the engagement team, and review work products for quality, completeness, and adherence to applicable regulations and customer requirements. Tasks include but are not limited to program management, project management, program and project oversight, and program integration in areas such as operations management, supply chain management, engineering, math, science, business administration, information systems management, computer science, and decision science. Managers ensure the engagement team's conformance with work standards and coordinate work effort with involved parties to ensure problem resolution and client satisfaction. Managers also deliver presentations and lead client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
ENGINEERING SENIOR MANAGER	<p>Minimum/General Experience: Specialized knowledge and expertise and/or an advanced degree, seven or more years of progressively responsible experience in leading engagements, demonstrated ability to manage an engagement and to provide guidance and direction for engineering-related engagements or sub-tasks, and increasing responsibility in design, implementation, and management of engagements. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Senior Managers provide oversight and management for entire engineering-related engagements or multiple workstreams on large engagements. Senior Managers take increasing responsibility for the design, implementation, and management of engineering solutions projects. Senior Managers interface with the client on project-specific issues, direct the completion of projects within estimated time frames and budget constraints, coordinate project specific parties, and review work products for completeness and adherence to applicable regulations and customer requirements. In general, work complexity and responsibility will be greater at higher levels.</p>

Labor Category	Labor Category Description
<p>ENGINEERING SUBJECT MATTER EXPERT (SME) LEVEL I</p>	<p>Minimum/General Experience: An undergraduate degree and eight or more years of progressive experience leveraging direct industry experience in providing technical, managerial and administrative direction in engineering-related engagements. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level I SMEs provide guidance to the engineering solutions engagement team to support and meet organizational goals. Level I SMEs participate in strategy sessions, strategic assessments, and design reviews to validate approach and associated work products. Level I SMEs provide guidance and direction to other professionals, act in a consulting and/or advisory capacity; coordinate resolution of highly complex problems and tasks. Level I SMEs are recognized for strong expertise in industry issues and trends.</p>
<p>ENGINEERING PARTNER/PRINCIPAL</p>	<p>Minimum/General Experience: An undergraduate degree and ten or more years of experience in leading and providing technical direction to engineering-related engagements; demonstrated ability to provide guidance and direction for multiple engagements; designing, implementing, and managing Federal government engagements; and the capability to manage multi-task engagements of high complexity. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Partner/Principal provides primary interface with client management personnel regarding strategic issues. Partner/Principal directs the completion of engineering solutions projects within estimated time frames and budget constraints, coordinate parties' efforts on tasks, and review work products for completeness and adherence to applicable regulations and customer requirements. The Partner/Principal also delivers, presents, and leads strategic level client meetings.</p>

LABOR CATEGORIES OFFERED UNDER SIN 541620

Labor Category	Labor Category Description
ENVIRONMENTAL ASSOCIATE LEVEL I	<p>Minimum/General Experience: An undergraduate degree with course work in a field related to environmental sciences, life sciences, law, engineering, math, program/project management, business management, or other relevant degree; up to one year of progressively responsible experience participating in engagements as a team member. Four years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level I Associates interface with the client on a day-to-day basis, assist in identifying problems, perform technical analysis, and devise feasible solutions, support the completion of environmental consulting tasks within estimated time frames and budget constraints, and support presentations and client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
ENVIRONMENTAL ASSOCIATE LEVEL II	<p>Minimum/General Experience: An undergraduate degree with course work in a field related to environmental sciences, life sciences, law, engineering, math, program/project management, business management, or other relevant degree; one or more years of progressively responsible experience participating in projects as a team member; and specific experience in one or more key project areas. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level II Associates interface with the client on a day-to-day basis, assist in identifying problems, perform technical analysis, and devise feasible solutions, support the completion of environmental consulting tasks within estimated time frames and budget constraints, and support presentations and client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
ENVIRONMENTAL SENIOR ASSOCIATE LEVEL I	<p>Minimum/General Experience: An undergraduate degree with course work in a field related to environmental sciences, life sciences, law, engineering, math, program/project management, business management, or other relevant degree; three or more years of progressively responsible experience in performing and participating in engagements; specific experience in one or more key project areas; demonstrated ability to provide guidance and direction for specific projects or sub-tasks; and increasing responsibility in design, implementation, and management of engagements. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level I Senior Associates provide technical knowledge in their area of expertise, work individually and on teams to support the completion of environmental consulting tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis. In addition, Level I Senior Associates apply their specific expertise to the practical issues they identify or those presented by the client. They also help to formulate solutions; prepare reports, studies, and documentation; and support presentations and client meetings for engineering-related engagements. In general, work complexity and responsibility will be greater at higher levels.</p>

Labor Category	Labor Category Description
ENVIRONMENTAL MANAGER	<p>Minimum/General Experience: Specialized knowledge and expertise and/or an advanced degree, five or more years of progressively responsible experience in leading engagements, demonstrated ability to manage an engagement and to provide guidance and direction for environmental-related engagements or sub-tasks, and increasing responsibility in design, implementation, and management of engagements. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Managers interface with the client on a day-to-day basis, direct the completion of environmental consulting tasks within estimated time frames and budget constraints, manage day-to-day activities of the engagement team, and review work products for quality, completeness, and adherence to applicable regulations and customer requirements. Tasks include but are not limited to program management, project management, program and project oversight, and program integration in areas such as operations management, supply chain management, engineering, math, science, business administration, information systems management, computer science, and decision science. Managers ensure the engagement team's conformance with work standards and coordinate work effort with involved parties to ensure problem resolution and client satisfaction. Managers also deliver presentations and lead client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
ENVIRONMENTAL SENIOR MANAGER	<p>Minimum/General Experience: Specialized knowledge and expertise and/or an advanced degree, seven or more years of progressively responsible experience in leading engagements, demonstrated ability to manage an engagement and to provide guidance and direction for environmental-related engagements or sub-tasks, and increasing responsibility in design, implementation, and management of engagements. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Senior Managers provide oversight and management for entire environmental consulting engagements or multiple workstreams on large engagements. Senior Managers take increasing responsibility for the design, implementation, and management of logistics solutions projects. Senior Managers interface with the client on project-specific issues, direct the completion of projects within estimated time frames and budget constraints, coordinate project specific parties, and review work products for completeness and adherence to applicable regulations and customer requirements. In general, work complexity and responsibility will be greater at higher levels.</p>

Labor Category	Labor Category Description
<p>ENVIRONMENTAL SUBJECT MATTER EXPERT (SME) LEVEL I</p>	<p>Minimum/General Experience: An undergraduate degree and eight or more years of progressive experience leveraging direct industry experience in providing technical, managerial and administrative direction in engineering-related engagements. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for four-year degree.</p> <p>Functional Responsibility: Level I SMEs provide guidance to the environmental consulting engagement team to support and meet organizational goals. Level I SMEs participate in strategy sessions, strategic assessments, and design reviews to validate approach and associated work products. Level I SMEs provide guidance and direction to other professionals, act in a consulting and/or advisory capacity; coordinate resolution of highly complex problems and tasks. Level I SMEs are recognized for strong expertise in industry issues and trends.</p>
<p>ENVIRONMENTAL PARTNER/PRINCIPAL</p>	<p>Minimum/General Experience: An undergraduate degree and ten or more years of experience in leading and providing technical direction to environmental-related engagements; demonstrated ability to provide guidance and direction for multiple engagements; designing, implementing, and managing Federal government engagements; and the capability to manage multi-task engagements of high complexity. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Partner/Principals provide primary interface with client management personnel regarding strategic issues. Partner/Principals direct the completion of environmental consulting projects within estimated time frames and budget constraints, coordinate parties' efforts on tasks, and review work products for completeness and adherence to applicable regulations and customer requirements. Partner/Principals also deliver, present, and lead strategic level client meetings.</p>

LABOR CATEGORIES OFFERED UNDER SIN 518210ERM

Labor Category	Labor Category Description
ERM ASSOCIATE LEVEL I	<p>Minimum/General Experience: An undergraduate degree with course work in a field related to information technology, applied computer science, systems engineering, information science, library science, organizational development, business management, or other relevant degree. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level I Associates interface with the client on a day-to-day basis, assist in identifying problems, performs technical analysis, and devise feasible solutions, support the completion of technology and records management-related tasks within estimated time frames and budget constraints, and support presentations and client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
ERM ASSOCIATE LEVEL II	<p>Minimum/General Experience: An undergraduate degree with course work in a field related to information technology, applied computer science, systems engineering, information science, library science, organizational development, business management, or other relevant degree; one or more years of progressively responsible experience participating in engagements as a team member; and specific experience in one or more key project areas. Advanced degree or certification in a related business field may be substituted for one year of experience. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level II Associates interface with the client on a day-to-day basis, assist in identifying problems, performs technical analysis, and devise feasible solutions, support the completion of technology and records management-related tasks within estimated time frames and budget constraints, and support presentations and client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
ERM ASSOCIATE LEVEL III	<p>Minimum/General Experience: An undergraduate degree with course work in a field related to information technology, applied computer science, systems engineering, information science, library science, organizational development, business management, or other relevant degree; two or more years of progressively responsible experience in performing and participating in engagements; specific experience in one or more key project areas; demonstrated ability to provide guidance and direction for specific projects or sub-tasks; and increasing responsibility in design, implementation, and management of engagements. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level III Associates interface with the client on a day-to-day basis, assist in identifying problems, performs technical analysis, and devise feasible solutions, support the completion of technology and records management-related tasks within estimated time frames and budget constraints, and support presentations and client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>

Labor Category	Labor Category Description
ERM SENIOR ASSOCIATE LEVEL I	<p>Minimum/General Experience: An undergraduate degree with course work in a field related to information technology, applied computer science, systems engineering, information science, library science, organizational development, business management, or other relevant degree; three or more years of progressively responsible experience in performing and participating in engagements; specific experience in one or more key project areas; demonstrated ability to provide guidance and direction for specific projects or sub-tasks; and increasing responsibility in design, implementation, and management of engagements. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for four-year degree.</p> <p>Functional Responsibility: Level I Senior Associates provide technical knowledge in their area of expertise, work individually and on teams to support the completion of technology and records management-related tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis. Level I Senior Associates apply their specific expertise to the practical issues they identify or those presented by the client. They help to formulate solutions; prepare reports, studies, and documentation; and support presentations and client meetings for technology and records management-related engagements. In general, work complexity and responsibility will be greater at higher levels.</p>
ERM SENIOR ASSOCIATE LEVEL II	<p>Minimum/General Experience: An undergraduate degree with course work in a field related to information technology, applied computer science, systems engineering, information science, library science, organizational development, business management, or other relevant degree; four or more years of progressively responsible experience in performing and participating in engagements; specific experience in one or more key project areas; demonstrated ability to provide guidance and direction for specific projects or sub-tasks; and increasing responsibility in design, implementation, and management of engagements. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for four-year degree.</p> <p>Functional Responsibility: Level II Senior Associates provide technical knowledge in their area of expertise, work individually and on teams to support the completion of technology and records management-related tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis. Level II Senior Associates apply their specific expertise to the practical issues they identify or those presented by the client. They help to formulate solutions; prepare reports, studies, and documentation; and support presentations and client meetings for technology and records management-related engagements. In general, work complexity and responsibility will be greater at higher levels.</p>

Labor Category	Labor Category Description
ERM MANAGER	<p>Minimum/General Experience: Specialized knowledge and expertise and/or an advanced degree, five or more years of progressively responsible experience in leading engagements, demonstrated ability to manage an engagement, provide guidance and direction for technology and records management-related engagements or sub-tasks, and increasing responsibility in design, implementation, and management of engagements. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Managers interface with the client on a day-to-day basis, direct the completion of technology and records management-related tasks within estimated time frames and budget constraints, manage day-to-day activities of the engagement team, and review work products for quality, completeness, and adherence to applicable regulations and customer requirements. Tasks include but are not limited to program management, project management, program and project oversight, and program integration in areas such as information management, information systems, business administration, IT, and IT security. Managers ensure the engagement team’s conformance with work standards and coordinate work effort with involved parties to ensure problem resolution and client satisfaction. Managers deliver presentations and lead client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
ERM EXPERIENCED MANAGER	<p>Minimum/General Experience: Specialized knowledge and expertise and/or an advanced degree, six or more years of progressively responsible experience in leading engagements, demonstrated ability to manage an engagement, provide guidance and direction for technology and records management-related engagements or sub-tasks, and increasing responsibility in design, implementation, and management of engagements. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for four-year degree.</p> <p>Functional Responsibility: Experienced Managers interface with the client on a day-to-day basis, direct the completion of technology and records management-related tasks within estimated time frames and budget constraints, manage day-to-day activities of the engagement team, and review work products for quality, completeness, and adherence to applicable regulations and customer requirements. Tasks include but are not limited to program management, project management, program and project oversight, and program integration in areas such as information management, information systems, business administration, IT, and IT security. Experienced Managers ensure the engagement team’s conformance with work standards and coordinate work effort with involved parties to ensure problem resolution and client satisfaction. Experienced Managers deliver presentations and lead client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>

Labor Category	Labor Category Description
ERM SENIOR MANAGER	<p>Minimum/General Experience: Specialized knowledge and expertise and/or an advanced degree, seven or more years of progressively responsible experience in leading engagements, demonstrated ability to manage a project and to provide guidance and direction for technology and records management-related engagements, and increasing responsibility in design, implementation, and management of projects. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Senior Managers provide oversight and management for entire technology and records management-related engagements or multiple workstreams on large engagements. They take increasing responsibility for the design, implementation, and management of technology and records management-related projects. Senior Managers interface with the client on project-specific issues, direct the completion of projects within estimated time frames and budget constraints, and review work products for completeness and adherence to applicable regulations and customer requirements. In general, work complexity and responsibility will be greater at higher levels.</p>
ERM EXPERIENCED SENIOR MANAGER	<p>Minimum/General Experience: Specialized knowledge and expertise and/or an advanced degree, eight or more years of progressively responsible experience in leading engagements, demonstrated ability to manage a project and to provide guidance and direction for technology and records management-related engagements, and increasing responsibility in design, implementation, and management of projects. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Experienced Senior Managers provide oversight and management for entire technology and records management-related engagements or multiple workstreams on large engagements. They take increasing responsibility for the design, implementation, and management of technology and records management-related projects. Experienced Senior Managers interface with the client on project-specific issues, direct the completion of projects within estimated time frames and budget constraints, and review work products for completeness and adherence to applicable regulations and customer requirements. In general, work complexity and responsibility will be greater at higher levels.</p>
ERM PARTNER/PRINCIPAL	<p>Minimum/General Experience: An undergraduate degree and ten or more years of experience in leading and providing technical direction to technology and records management-related engagements; demonstrated ability to provide guidance and direction for multiple engagements; designing, implementing, and managing Federal government engagements; and the capability to manage multi-task engagements of high complexity. Professional certifications such as Project Management Professional (PMP) and Program Management Professional (PgMP) are desirable but not required. Advanced degree or certification in a related business field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Partner/Principals provide primary interface with client management personnel regarding strategic issues. Partner/Principals direct the completion of technology and records management-related engagements within estimated time frames and budget constraints, coordinate parties' efforts on tasks, and review work products for completeness and adherence to applicable regulations and customer requirements. Partner/Principals deliver, present, and lead strategic level client meetings.</p>

LABOR CATEGORIES OFFERED UNDER SIN 518210C

Labor Category	Labor Category Description
CLOUD SOLUTIONS ASSOCIATE I	<p>Minimum/General Experience: An undergraduate degree with course work in a field related to Information Technology, Information Systems Management, Computer Science, Systems Engineering, Math, Science, Program/Project Management, Business Administration, Decision Science, or other relevant degree; up to one year of progressively responsible experience participating in engagements as a team member; and specific experience in one or more key project areas. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level I Associates interface with the client on a day-to-day basis, assist in identifying problems, perform technical analysis, and devise feasible solutions, support the completion of cloud-related tasks within estimated time frames and budget constraints, and support presentations and client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
CLOUD SOLUTIONS ASSOCIATE II	<p>Minimum/General Experience: An undergraduate degree with course work in a field related to Information Technology, Information Systems Management, Computer Science, Systems Engineering, Math, Science, Program/Project Management, Business Administration, Decision Science, or other relevant degree; at least one year of progressively responsible experience participating in engagements as a team member; and specific experience in one or more key project areas. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level II Associates interface with the client on a day-to-day basis, assist in identifying problems, performs technical analysis, and devise feasible solutions, support the completion of cloud-related tasks within estimated time frames and budget constraints, and support presentations and client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
CLOUD SOLUTIONS SENIOR ASSOCIATE I	<p>Minimum/General Experience: An undergraduate degree with course work in a field related to Information Technology, Information Systems Management, Computer Science, Systems Engineering, Math, Science, Program/Project Management, Business Administration, Decision Science, or other relevant degree; two or more years of progressively responsible experience in performing and participating in engagements; specific experience in one or more key project areas; demonstrated ability to provide guidance and direction for specific engagements or sub-tasks; and increasing responsibility in design, implementation, and management of engagements. Advanced degree or certification in a related field may be substituted for one year of experience. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level I Senior Associates provide technical knowledge in their area of expertise, work individually and on teams to support the completion of cloud-related tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis. In addition, Level I Senior Associates apply their specific expertise to the practical issues they identify or those presented by the client. They also help to formulate solutions; prepare reports, studies, and documentation; and support presentations and client meetings for cloud-related engagements. In general, work complexity and responsibility will be greater at higher levels.</p>
CLOUD SOLUTIONS SENIOR ASSOCIATE II	<p>Minimum/General Experience: An undergraduate degree with course work in a field related to Information Technology, Information Systems Management, Computer Science, Systems Engineering, Math, Science, Program/Project Management, Business Administration, Decision Science, or other relevant degree; three or more years of progressively responsible experience in performing and participating in engagements; specific experience in one or more key project areas; demonstrated ability to provide guidance and direction for specific engagements or sub-tasks; and increasing responsibility in design, implementation, and management of projects. Advanced degree or certification in a related field may be substituted for one year of experience. High School diploma and at least two years of experience may be substituted for a four-year degree.</p>

	<p>Functional Responsibility: Level II Senior Associates provide technical knowledge in their area of expertise, work individually and on teams to support the completion of cloud-related tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis. In addition, Level II Senior Associates apply their specific expertise to the practical issues they identify or those presented by the client. They also help to formulate solutions; prepare reports, studies, and documentation; and support presentations and client meetings for cloud-related engagements. In general, work complexity and responsibility will be greater at higher levels.</p>
<p>CLOUD SOLUTIONS SENIOR ASSOCIATE III</p>	<p>Minimum/General Experience: An undergraduate degree with course work in a field related to Information Technology, Information Systems Management, Computer Science, Systems Engineering, Math, Science, Program/Project Management, Business Administration, Decision Science, or other relevant degree; four or more years of progressively responsible experience in performing and participating in engagements; specific experience in one or more key project areas; demonstrated ability to provide guidance and direction for specific engagements or sub-tasks; and increasing responsibility in design, implementation, and management of projects. Advanced degree or certification in a related field may be substituted for one year of experience. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level III Senior Associates provide technical knowledge in their area of expertise, work individually and on teams to support the completion of cloud-related tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis. In addition, Level II Senior Associates apply their specific expertise to the practical issues they identify or those presented by the client. They also help to formulate solutions; prepare reports, studies, and documentation; and support presentations and client meetings for cloud-related engagements. In general, work complexity and responsibility will be greater at higher levels.</p>
<p>CLOUD SOLUTIONS MANAGER</p>	<p>Minimum/General Experience: Specialized knowledge and expertise and/or an advanced degree, five or more years of progressively responsible experience in leading engagements, demonstrated ability to manage a project and to provide guidance and direction for cloud-related projects or sub-tasks, and increasing responsibility in design, implementation, and management of engagements. Professional certifications in Cloud, Cloud Solutions, Cyber Security, Information Privacy, Data Management, Information Technology, Project Management, and related specialties are desirable but not required. Advanced degree or certification in a related field may be substituted for one year of experience. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Managers interfaces with the client on a day-to-day basis, directs the completion of cloud-related tasks within estimated time frames and budget constraints, manages the day-to-day activities of the project team, and reviews work products for quality, completeness, and adherence to applicable regulations and customer requirements. Tasks include but are not limited to program management, project management, program and project oversight, and program integration for the adoption of, migration to, or governance/management of cloud solutions. This position ensures the engagement team’s conformance with work standards, and coordinates work effort with involved parties to ensure problem resolution and client satisfaction. The Manager also delivers presentations and leads client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
<p>CLOUD SOLUTIONS EXPERIENCED MANAGER</p>	<p>Minimum/General Experience: Specialized knowledge and expertise and/or an advanced degree, six or more years of progressively responsible experience in leading engagements, demonstrated ability to manage a project and to provide guidance and direction for cloud-related projects or sub-tasks, and increasing responsibility in design, implementation, and management of engagements. Professional certifications in Cloud, Cloud Solutions, Cyber Security, Information Privacy, Data Management, Information Technology, Project Management, and related specialties are desirable but not required. Advanced degree or certification in a related field may be substituted for one year of experience. High School diploma and at least two years of experience may be substituted for a four-year degree.</p>

	<p>Functional Responsibility: Experienced Managers interfaces with the client on a day-to-day basis, directs the completion of cloud-related tasks within estimated time frames and budget constraints, manages the day-to-day activities of the project team, and reviews work products for quality, completeness, and adherence to applicable regulations and customer requirements. Tasks include but are not limited to program management, project management, program and project oversight, and program integration for the adoption of, migration to, or governance/management of cloud solutions. This position ensures the engagement team's conformance with work standards, and coordinates work effort with involved parties to ensure problem resolution and client satisfaction. The Manager also delivers presentations and leads client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
CLOUD SOLUTIONS SUBJECT MATTER EXPERT (SME) LEVEL I	<p>Minimum/General Experience: An undergraduate degree and eight years or more of progressive experience leveraging direct industry experience in providing technical, managerial and administrative direction for cloud-related projects. Advanced degree or certification in a related field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level I SMEs provide guidance to the cloud-related engagement team to support/meet organizational goals. They participate in strategy sessions, strategic assessments, and design reviews to validate approach and associated work products. They provide guidance and direction to other professionals, act in a consulting and/or advisory capacity; coordinate resolution of highly complex problems and tasks. They are recognized for strong expertise in industry issues and trends.</p>
CLOUD SOLUTIONS SUBJECT MATTER EXPERT (SME) LEVEL II	<p>Minimum/General Experience: An undergraduate degree and ten years or more of progressive experience leveraging direct industry experience in providing technical, managerial and administrative direction for cloud-related projects. Advanced degree or certification in a related field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level II SMEs provide guidance to the cloud-related engagement team to support/meet organizational goals. They participate in strategy sessions, strategic assessments, and design reviews to validate approach and associated work products. They provide guidance and direction to other professionals, act in a consulting and/or advisory capacity; coordinate resolution of highly complex problems and tasks. They are recognized for strong expertise in industry issues and trends.</p>

LABOR CATEGORIES OFFERED UNDER SIN 54161

Labor Category	Labor Category Description
AGENCY HUMAN CAPITAL ASSOCIATE I	<p>Minimum/General Experience: An undergraduate degree with course work in a field related to Human Capital Management, Human Resources, Organizational Development, Business Management, Industrial Engineering, Decision Science, Program/Project Management, Business Administration, or other relevant degree; up to one year of progressively responsible experience participating in engagements as a team member; and specific experience in one or more key project areas. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level I Associates interface with the client on a day-to-day basis, assist in identifying problems, perform technical analysis, and devise feasible solutions, support the completion of agency human capital-related tasks within estimated time frames and budget constraints, and support presentations and</p>

	<p>client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
<p>AGENCY HUMAN CAPITAL ASSOCIATE II</p>	<p>Minimum/General Experience: An undergraduate degree with course work in a field related to Human Capital Management, Human Resources, Organizational Development, Business Management, Industrial Engineering, Decision Science, Program/Project Management, Business Administration, or other relevant degree; at least one year of progressively responsible experience participating in engagements as a team member; and specific experience in one or more key project areas. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level II Associates interface with the client on a day-to-day basis, assist in identifying problems, performs technical analysis, and devise feasible solutions, support the completion of agency human capital-related tasks within estimated time frames and budget constraints, and support presentations and client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
<p>AGENCY HUMAN CAPITAL SENIOR ASSOCIATE I</p>	<p>Minimum/General Experience: An undergraduate degree with course work in a field related to Human Capital Management, Human Resources, Organizational Development, Business Management, Industrial Engineering, Decision Science, Program/Project Management, Business Administration, or other relevant degree; two or more years of progressively responsible experience in performing and participating in engagements; specific experience in one or more key project areas; demonstrated ability to provide guidance and direction for specific engagements or sub-tasks; and increasing responsibility in design, implementation, and management of engagements. Advanced degree or certification in a related field may be substituted for one year of experience. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level I Senior Associates provide technical knowledge in their area of expertise, work individually and on teams to support the completion of agency human capital-related tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis. In addition, Level I Senior Associates apply their specific expertise to the practical issues they identify or those presented by the client. They also help to formulate solutions; prepare reports, studies, and documentation; and support presentations and client meetings for agency human capital-related engagements. In general, work complexity and responsibility will be greater at higher levels.</p>
<p>AGENCY HUMAN CAPITAL SENIOR ASSOCIATE II</p>	<p>Minimum/General Experience: An undergraduate degree with course work in a field related to Human Capital Management, Human Resources, Organizational Development, Business Management, Industrial Engineering, Decision Science, Program/Project Management, Business Administration, or other relevant degree; three or more years of progressively responsible experience in performing and participating in engagements; specific experience in one or more key project areas; demonstrated ability to provide guidance and direction for specific engagements or sub-tasks; and increasing responsibility in design, implementation, and management of projects. Advanced degree or certification in a related field may be substituted for one year of experience. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level II Senior Associates provide technical knowledge in their area of expertise, work individually and on teams to support the completion of agency human capital-related tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis. In addition, Level II Senior Associates apply their specific expertise to the practical issues they identify or those presented by the client. They also help to formulate solutions; prepare reports,</p>

	<p>studies, and documentation; and support presentations and client meetings for agency human capital-related engagements. In general, work complexity and responsibility will be greater at higher levels.</p>
<p>AGENCY HUMAN CAPITAL MANAGER</p>	<p>Minimum/General Experience: Specialized knowledge and expertise and/or an advanced degree, five or more years of progressively responsible experience in leading engagements, demonstrated ability to manage a project and to provide guidance and direction for agency human capital-related projects or sub-tasks, and increasing responsibility in design, implementation, and management of engagements. Professional certifications in Human Capital, Human Resources, Project Management, and related specialties are desirable but not required. Advanced degree or certification in a related field may be substituted for one year of experience. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Managers interfaces with the client on a day-to-day basis, directs the completion of agency human capital-related tasks within estimated time frames and budget constraints, manages the day-to-day activities of the project team, and reviews work products for quality, completeness, and adherence to applicable regulations and customer requirements. Tasks include but are not limited to program management, project management, program and project oversight, and program integration for work across workforce analytics and employee records activities. This position ensures the engagement team’s conformance with work standards, and coordinates work effort with involved parties to ensure problem resolution and client satisfaction. The Manager also delivers presentations and leads client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
<p>AGENCY HUMAN CAPITAL SENIOR MANAGER</p>	<p>Minimum/General Experience: Specialized knowledge and expertise and/or an advanced degree, seven or more years of progressively responsible experience in leading engagements, demonstrated ability to manage an engagement and to provide guidance and direction for agency human capital-related projects or sub-tasks, and increasing responsibility in design, implementation, and management of engagements. Professional certifications in Human Capital, Human Resources, Project Management, and related specialties are desirable but not required. Advanced degree or certification in a related field may be substituted for one year of experience. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Senior Managers provide oversight and management for entire agency human capital-related engagements or multiple workstreams on large engagements. Take increasing responsibility for the design, implementation, and management of agency human capital-related engagements. Interfaces with the client on engagement-specific issues, directs the completion of engagements within estimated time frames and budget constraints, and reviews work products for completeness and adherence to applicable regulations and customer requirements. In general, work complexity and responsibility will be greater at higher levels.</p>
<p>AGENCY HUMAN CAPITAL EXPERIENCED SENIOR MANAGER</p>	<p>Minimum/General Experience: Specialized knowledge and expertise and/or an advanced degree, eight or more years of progressively responsible experience in leading engagements, demonstrated ability to manage an engagement and to provide guidance and direction for agency human capital-related projects or sub-tasks, and increasing responsibility in design, implementation, and management of engagements. Professional certifications in Human Capital, Human Resources, Project Management, and related specialties are desirable but not required. Advanced degree or certification in a related field may be substituted for one year of experience. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Experienced Senior Managers provide oversight and</p>

	<p>management for entire agency human capital-related engagements or multiple workstreams on large engagements. Take increasing responsibility for the design, implementation, and management of agency human capital-related engagements. Interfaces with the client on engagement-specific issues, directs the completion of engagements within estimated time frames and budget constraints, and reviews work products for completeness and adherence to applicable regulations and customer requirements. In general, work complexity and responsibility will be greater at higher levels.</p>
<p>AGENCY HUMAN CAPITAL SUBJECT MATTER EXPERT (SME) LEVEL I</p>	<p>Minimum/General Experience: An undergraduate degree and eight years or more of progressive experience leveraging direct industry experience in providing technical, managerial and administrative direction for agency human capital-related projects. Advanced degree or certification in a related field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level I SMEs provide guidance to the agency human capital-related engagement team to support/meet organizational goals. They participate in strategy sessions, strategic assessments, and design reviews to validate approach and associated work products. They provide guidance and direction to other professionals, act in a consulting and/or advisory capacity; coordinate resolution of highly complex problems and tasks. They are recognized for strong expertise in industry issues and trends.</p>

LABOR CATEGORIES OFFERED UNDER SIN 541611W

Labor Category	Labor Category Description
<p>WORKFORCE ANALYTICS ASSOCIATE I</p>	<p>Minimum/General Experience: An undergraduate degree with course work in a field related to Decision Science, Industrial Engineering, Computer Science, Statistics, Information Science, Information Technology, Organizational Development, Human Capital Management, Math, Science, Program/Project Management, Business Administration, or other relevant degree; up to one year of progressively responsible experience participating in engagements as a team member; and specific experience in one or more key project areas. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level I Associates interface with the client on a day-to-day basis, assist in identifying problems, perform technical analysis, and devise feasible solutions, support the completion of workforce analytics-related tasks within estimated time frames and budget constraints, and support presentations and client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
<p>WORKFORCE ANALYTICS ASSOCIATE II</p>	<p>Minimum/General Experience: An undergraduate degree with course work in a field related to Decision Science, Industrial Engineering, Computer Science, Statistics, Information Science, Information Technology, Organizational Development, Human Capital Management, Math, Science, Program/Project Management, Business Administration, or other relevant degree; at least one year of progressively responsible experience participating in engagements as a team member; and specific experience in one or more key project areas. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level II Associates interface with the client on a day-to-day basis, assist in identifying problems, performs technical analysis, and devise feasible solutions, support the completion of workforce analytics-related tasks within estimated time frames and budget constraints, and support presentations and client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>

<p>WORKFORCE ANALYTICS SENIOR ASSOCIATE I</p>	<p>Minimum/General Experience: An undergraduate degree with course work in a field related to Decision Science, Industrial Engineering, Computer Science, Statistics, Information Science, Information Technology, Organizational Development, Human Capital Management, Math, Science, Program/Project Management, Business Administration, or other relevant degree; two or more years of progressively responsible experience in performing and participating in engagements; specific experience in one or more key project areas; demonstrated ability to provide guidance and direction for specific engagements or sub-tasks; and increasing responsibility in design, implementation, and management of engagements. Advanced degree or certification in a related field may be substituted for one year of experience. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level I Senior Associates provide technical knowledge in their area of expertise, work individually and on teams to support the completion of workforce analytics-related tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis. In addition, Level I Senior Associates apply their specific expertise to the practical issues they identify or those presented by the client. They also help to formulate solutions; prepare reports, studies, and documentation; and support presentations and client meetings for workforce analytics-related engagements. In general, work complexity and responsibility will be greater at higher levels.</p>
<p>WORKFORCE ANALYTICS SENIOR ASSOCIATE II</p>	<p>Minimum/General Experience: An undergraduate degree with course work in a field related to Decision Science, Industrial Engineering, Computer Science, Statistics, Information Science, Information Technology, Organizational Development, Human Capital Management, Math, Science, Program/Project Management, Business Administration, or other relevant degree; three or more years of progressively responsible experience in performing and participating in engagements; specific experience in one or more key project areas; demonstrated ability to provide guidance and direction for specific engagements or sub-tasks; and increasing responsibility in design, implementation, and management of projects. Advanced degree or certification in a related field may be substituted for one year of experience. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level II Senior Associates provide technical knowledge in their area of expertise, work individually and on teams to support the completion of workforce analytics-related tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis. In addition, Level II Senior Associates apply their specific expertise to the practical issues they identify or those presented by the client. They also help to formulate solutions; prepare reports, studies, and documentation; and support presentations and client meetings for workforce analytics-related engagements. In general, work complexity and responsibility will be greater at higher levels.</p>
<p>WORKFORCE ANALYTICS MANAGER</p>	<p>Minimum/General Experience: Specialized knowledge and expertise and/or an advanced degree, five or more years of progressively responsible experience in leading engagements, demonstrated ability to manage a project and to provide guidance and direction for workforce analytics-related projects or sub-tasks, and increasing responsibility in design, implementation, and management of engagements. Professional certifications in Data Management, Information Technology, Information Privacy, Project Management, and related specialties are desirable but not required. Advanced degree or certification in a related field may be substituted for one year of experience. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Managers interfaces with the client on a day-to-day basis, directs the completion of workforce analytics-related tasks within estimated time frames and budget constraints, manages the day-to-day activities of the project team, and reviews work products for quality, completeness, and adherence to applicable regulations and customer requirements. Tasks include but are not limited to program management, project management, program and project oversight, and program integration for the implementation of systematic, flexible, and inclusive process to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operational requirements and to make holistically informed Human Capital Management</p>

	<p>decisions. This position ensures the engagement team’s conformance with work standards, and coordinates work effort with involved parties to ensure problem resolution and client satisfaction. The Manager also delivers presentations and leads client meetings. In general, work complexity and responsibility will be greater at higher levels.</p>
<p>WORKFORCE ANALYTICS SENIOR MANAGER</p>	<p>Minimum/General Experience: Specialized knowledge and expertise and/or an advanced degree, seven or more years of progressively responsible experience in leading engagements, demonstrated ability to manage an engagement and to provide guidance and direction for workforce analytics-related projects or sub-tasks, and increasing responsibility in design, implementation, and management of engagements. Professional certifications in Data Management, Information Technology, Information Privacy, Project Management, and related specialties are desirable but not required. Advanced degree or certification in a related field may be substituted for one year of experience. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Senior Managers provide oversight and management for entire workforce analytics-related engagements or multiple workstreams on large engagements. Take increasing responsibility for the design, implementation, and management of workforce analytics-related engagements. Interfaces with the client on engagement-specific issues, directs the completion of engagements within estimated time frames and budget constraints, and reviews work products for completeness and adherence to applicable regulations and customer requirements. In general, work complexity and responsibility will be greater at higher levels.</p>
<p>WORKFORCE ANALYTICS EXPERIENCED SENIOR MANAGER</p>	<p>Minimum/General Experience: Specialized knowledge and expertise and/or an advanced degree, eight or more years of progressively responsible experience in leading engagements, demonstrated ability to manage an engagement and to provide guidance and direction for workforce analytics-related projects or sub-tasks, and increasing responsibility in design, implementation, and management of engagements. Professional certifications in Data Management, Information Technology, Information Privacy, Project Management, and related specialties are desirable but not required. Advanced degree or certification in a related field may be substituted for one year of experience. High School diploma and at least two years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Experienced Senior Managers provide oversight and management for entire workforce analytics-related engagements or multiple workstreams on large engagements. Take increasing responsibility for the design, implementation, and management of workforce analytics-related engagements. Interfaces with the client on engagement-specific issues, directs the completion of engagements within estimated time frames and budget constraints, and reviews work products for completeness and adherence to applicable regulations and customer requirements. In general, work complexity and responsibility will be greater at higher levels.</p>
<p>WORKFORCE ANALYTICS SUBJECT MATTER EXPERT (SME) LEVEL I</p>	<p>Minimum/General Experience: An undergraduate degree and eight years or more of progressive experience leveraging direct industry experience in providing technical, managerial and administrative direction for workforce analytics-related projects. Advanced degree or certification in a related field may be substituted for one year of experience. Four years of experience may be substituted for a four-year degree.</p> <p>Functional Responsibility: Level I SMEs provide guidance to the workforce analytics-related engagement team to support/meet organizational goals. They participate in strategy sessions, strategic assessments, and design reviews to validate approach and associated work products. They provide guidance and direction to other professionals, act in a consulting and/or advisory capacity; coordinate resolution of highly complex problems and tasks. They are recognized for strong expertise in industry issues and trends.</p>