



GENERAL SERVICES ADMINISTRATION
Federal Acquisition Service
Authorized Federal Supply Schedule FSS Price List

Online access to contract ordering information, terms and conditions, pricing, and the option to create an electronic delivery order are available through GSA Advantage!®. The website for GSA Advantage!® is: <https://www.GSAAdvantage.gov>.

Multiple Award Schedule (MAS)
Federal Supply Group: Professional Services

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

Contract Number: 47QRAA19D0085

Contract Period: May 14, 2024 – May 13, 2029

Supplement No. PS0031

Prices Shown Herein are Net (discount deducted)

Contractor: Guidehouse, Inc.
1676 International Dr. STE 800
McLean, VA 22102-3600

Business Size: Large Business

Telephone: (202) 481-7526

Web Site: guidehouse.com

E-mail: cstith@guidehouse.com

Contract Administration: Chavaughn Stith

CUSTOMER INFORMATION:

1a. Table of Awarded Special Item Number(s) with appropriate cross reference to item descriptions and awarded price(s):

SINs	Description	Cooperative Purchasing	Disaster Recovery
518210C	Cloud Computing and Cloud Related IT Professional Services	Yes	Yes
518210ERM	Electronic Records Management Solutions	No	Yes
522310	Financial Advising, Loan Servicing and Asset Management Services	No	Yes
541211	Audit Services	No	Yes
541219	Budget and Financial Management Services	No	Yes
541330ENG	Engineering Services	No	Yes
54161	Agency Human Capital Evaluation	No	Yes
541611	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services	No	Yes
541611W	Workforce Analytics and Employee Records	No	Yes
541612HC	Agency Human Capital Strategy, Policy, and Operations	No	Yes
541612LOB	Human Resources Line of Business (HRLOB)	No	Yes
541620	Environmental Consulting Services	No	Yes
541990RISK	Risk Assessment and Mitigation Services	No	Yes
OLM	Order Level Materials	NOTE: When used in conjunction with a Cooperative Purchasing eligible SIN, this SIN is Cooperative Purchasing Eligible.	Yes

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 discounts, or any other concession affecting price. 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 pricing table below.

1c. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility, and education for those types of employees or

subcontractors who will perform services shall be provided. If hourly rates are not applicable, the Contractor shall insert "Not applicable" for this item. See labor category descriptions below.

2. **Maximum Order:** \$1,000,000.00
3. **Minimum Order:** \$100.00
4. **Geographic coverage (delivery Area):** Worldwide
5. **Point(s) of production (city, county, and state or foreign country):** Same as contractor.
6. **Discount from list prices or statement of net price:** Government net prices (discounts already deducted).
7. **Quantity discounts:** None
8. **Prompt payment terms:** Net 30 days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.
9. **Foreign items (list items by country of origin):** None
- 10a. **Time of Delivery (Contractor insert number of days):** Specified on the Task Order
- 10b. **Expedited Delivery. Items available for expedited delivery are noted in this price list.** Contact Contractor
- 10c. **Overnight and 2-day delivery. The Contractor must indicate whether overnight and 2-day delivery are available. Also, the Contractor must indicate that the ordering activity may contact the Contractor for rates for overnight and 2-day delivery.** Contact Contractor
- 10d. **Urgent Requirements. The Contractor must note in its FSS price list that ordering agencies can request accelerated delivery for urgent requirements.** Contact Contractor
11. **F.O.B Points(s):** Destination
- 12a. **Ordering Address(es):** Same as Contractor
- 12b. **Ordering procedures:** See Federal Acquisition Regulation (FAR) 8.405-3.
13. **Payment address(es):**

By Check

Guidehouse Inc.
P.O. Box 7247-6037
Philadelphia, PA 19170-6037

By Wire Transfer

Citibank NA, New York, NY
Account #: 30982834
ABA #: 021000089: Swift #: CITIUS33
To Credit: Guidehouse Inc.

14. **Warranty provision.:** Contractor's standard commercial warranty.
15. **Export Packing Charges (if applicable):** N/A
16. **Terms and conditions of rental, maintenance, and repair (if applicable):** N/A
17. **Terms and conditions of installation (if applicable):** N/A
- 18a. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 18b. **Terms and conditions for any other services (if applicable):** N/A
19. **List of service and distribution points (if applicable):** N/A
20. **List of participating dealers (if applicable):** N/A
21. **Preventive maintenance (if applicable):** N/A
- 22a. **Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants).** N/A
- 22b. **If applicable, indicate that Section 508 compliance information is available for the information and communications technology (ICT) products and services offered and show where full details can be found (e.g., Contractor's website or other location). ICT accessibility standards can be found at <https://www.section508.gov/>.** N/A
23. **Unique Entity Identifier (UEI) number:** N9NJK877QJK9
24. **Notification regarding registration in System for Award Management (SAM) database:**
Registered

FINAL PRICING

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

SIN/SIN(s)	Labor Category Title	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Required Years of Relevant Experience	Price Offered to GSA (including IFF)
541612HC	Human Capital Associate Level I	Bachelors	None	0	\$87.96
541612HC	Human Capital Associate Level II	Bachelors	None	1	\$89.77
541612HC	Human Capital Senior Associate Level I	Bachelors	None	2	\$104.98
541612HC	Human Capital Senior Associate Level II	Bachelors	None	3	\$114.71
541612HC	Human Capital Senior Associate Level III	Bachelors	None	4	\$121.79
541612HC	Human Capital New Manager	Bachelors	None	5	\$142.42
541612HC	Human Capital Manager	Bachelors	None	6	\$149.62
541612HC	Human Capital Experienced Manager	Bachelors	None	7	\$179.55
541612HC	Human Capital Senior Manager	Bachelors	None	7	\$190.35
541612HC	Human Capital Experienced Senior Manager	Bachelors	None	8	\$199.50

SIN/SIN(s)	Labor Category Title	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Required Years of Relevant Experience	Price Offered to GSA (including IFF)
541612HC	Human Capital Director	Bachelors	None	8	\$249.37
541612HC	Human Capital Partner	Bachelors	None	10	\$274.31
541612LOB	IT Human Capital Associate Level I	Bachelors	None	0	\$87.96
541612LOB	IT Human Capital Associate Level II	Bachelors	None	1	\$89.77
541612LOB	IT Human Capital Senior Associate Level I	Bachelors	None	2	\$104.98
541612LOB	IT Human Capital Senior Associate Level II	Bachelors	None	3	\$114.71
541612LOB	IT Human Capital Senior Associate Level III	Bachelors	None	4	\$121.79
541612LOB	IT Human Capital New Manager	Bachelors	None	5	\$142.42
541612LOB	IT Human Capital Manager	Bachelors	None	6	\$149.62
541612LOB	IT Human Capital Experienced Manager	Bachelors	None	7	\$179.55
541612LOB	IT Human Capital Senior Manager	Bachelors	None	8	\$190.35
541612LOB	IT Human Capital Experienced Senior Manager	Bachelors	None	9	\$199.50
541612LOB	IT Human Capital Director	Bachelors	None	8	\$249.37
541612LOB	IT Human Capital Partner	Bachelors	None	10	\$274.31
541620	Environmental Associate Level I	Bachelors	None	0	\$100.70
541620	Environmental Associate Level II	Bachelors	None	1	\$112.54
541620	Environmental Senior Associate Level I	Bachelors	None	3	\$136.90
541620	Environmental Manager	Bachelors	None	5	\$177.71
541620	Environmental Senior Manager	Bachelors	None	7	\$194.82
541620	Environmental SME Level I	Bachelors	None	8	\$216.46
541620	Environmental Partner/Principal	Bachelors	None	10	\$266.77
518210ERM	ERM Associate Level I	Bachelors	None	0	\$81.32
518210ERM	ERM Associate Level II	Bachelors	None	1	\$90.45
518210ERM	ERM Associate Level III	Bachelors	None	2	\$93.76
518210ERM	ERM Senior Associate Level II	Bachelors	None	4	\$139.65
518210ERM	ERM Manager	Bachelors	None	5	\$160.28
518210ERM	ERM Experienced Manager	Bachelors	None	6	\$163.10
518210ERM	ERM Senior Manager	Bachelors	None	7	\$196.06
518210ERM	ERM Experienced Senior Manager	Bachelors	None	8	\$209.47
518210ERM	ERM Partner/Principal	Bachelors	None	10	\$229.42
518210C	Cloud Solutions Associate I	Bachelors	None	0	\$82.73
518210C	Cloud Solutions Associate II	Bachelors	None	1	\$129.79
518210C	Cloud Solutions Senior Associate I	Bachelors	None	2	\$128.01
518210C	Cloud Solutions Senior Associate II	Bachelors	None	3	\$138.95
518210C	Cloud Solutions Senior Associate III	Bachelors	None	4	\$154.32
518210C	Cloud Solutions Manager	Bachelors	None	5	\$194.49
518210C	Cloud Solutions Experienced Manager	Bachelors	None	6	\$201.33
518210C	Cloud Solutions Subject Matter Expert (SME) Level I	Bachelors	None	8	\$242.06
518210C	Cloud Solutions Subject Matter Expert (SME) Level II	Bachelors	None	10	\$292.51
54161	Agency HC Associate I	Bachelors	None	0	\$114.66
54161	Agency HC Associate II	Bachelors	None	1	\$118.02
54161	Agency HC Senior Associate I	Bachelors	None	2	\$138.01
54161	Agency HC Senior Associate II	Bachelors	None	3	\$150.43
54161	Agency HC Manager	Bachelors	None	5	\$184.79
54161	Agency HC Senior Manager	Bachelors	None	7	\$193.31
54161	Agency HC Experienced Senior Manager	Bachelors	None	8	\$199.00
54161	Agency HC Subject Matter Expert (SME) Level I	Bachelors	None	8	\$250.32
541611W	Workforce Analytics Associate I	Bachelors	None	0	\$114.66
541611W	Workforce Analytics Associate II	Bachelors	None	1	\$118.02

SIN/SIN(s)	Labor Category Title	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Required Years of Relevant Experience	Price Offered to GSA (including IFF)
541611W	Workforce Analytics Senior Associate I	Bachelors	None	2	\$138.01
541611W	Workforce Analytics Senior Associate II	Bachelors	None	3	\$150.43
541611W	Workforce Analytics Manager	Bachelors	None	5	\$184.79
541611W	Workforce Analytics Senior Manager	Bachelors	None	7	\$193.31
541611W	Workforce Analytics Experienced Senior Manager	Bachelors	None	8	\$199.00
541611W	Workforce Analytics Subject Matter Expert (SME) Level I	Bachelors	None	8	\$250.32
541219, 522310, 541211	Associate	Bachelors	None	2	\$104.74
541219, 522310, 541211	Senior Associate	Bachelors	None	4	\$129.67
541219, 522310, 541211	Manager	Bachelors	None	5	\$164.58
541219, 522310, 541211	Senior Manager/Director	Bachelors	None	8	\$219.45
541219, 522310, 541211	Subject Matter Expert	Bachelors	None	9	\$309.22
541219, 522310, 541211	Partner/Principal/Managing Director	Bachelors	None	10	\$413.95
541990RISK	Risk Assessment and Mitigation Associate I	Bachelors	None	0	\$114.71
541990RISK	Risk Assessment and Mitigation Associate II	Bachelors	None	1	\$124.69
541990RISK	Risk Assessment and Mitigation New Manager	Bachelors	None	5	\$149.62
541990RISK	Risk Assessment and Mitigation Manager	Bachelors	None	6	\$174.56
541990RISK	Risk Assessment and Mitigation Senior Manager	Bachelors	None	9	\$189.52
541990RISK	Risk Assessment and Mitigation Partner/Principal	Bachelors	None	10	\$239.40
541611	Program Management Jr. Accountant	Bachelors	None	0	\$89.76
541611	Program Management Experienced Associate	Bachelors	None	1	\$112.54
541611	Program Management New Senior Associate	Bachelors	None	3	\$128.30
541611	Program Management New Manager	Bachelors	None	5	\$148.03
541611	Program Management Public Service Specialist	Bachelors	None	8	\$179.53
541611	Program Management New Senior Manager	Bachelors	None	8	\$177.71
541611	Program Management Subject Matter Expert	Bachelors	None	8	\$194.82

SIN/SIN(s)	Labor Category Title	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Required Years of Relevant Experience	Price Offered to GSA (including IFF)
541611	Program Management Program Manager	Bachelors	None	10	\$216.46
541611	Program Management Partner/Principal	Bachelors	None	10	\$266.77
541611	Grants Management Jr. Accountant	Bachelors	None	0	\$100.99
541611	Grants Management Associate	Bachelors	None	0	\$112.21
541611	Grants Management Senior Associate	Bachelors	None	4	\$123.43
541611	Grants Management Senior Manager	Bachelors	None	9	\$213.18
541611	Grants Management Program Manager	Bachelors	None	10	\$216.46
541611	Grants Management Subject Matter Expert	Bachelors	None	8	\$194.82
541611	Grants Management Senior Manager CPA	Bachelors	None	10	\$213.18
541611	Grants Management Partner/Principal	Bachelors	None	10	\$266.77
541611	Associate	Bachelors	None	0	\$130.36
541611	Senior Associate	Bachelors	None	3	\$149.62
541611	Business Analyst	Bachelors	None	2	\$151.96
541611	Consultant I	Bachelors	None	1	\$135.46
541611	Consultant II	Bachelors	None	3	\$170.79
541611	Consultant III	Bachelors	None	4	\$225.82
541611	Statistician	Bachelors	None	3	\$142.60
541611	Manager I	Bachelors	None	3	\$199.50
541611	Manager II	Bachelors	None	5	\$224.43
541611	Subject Matter Expert	Bachelors	None	7	\$274.30
541611	Senior Manager/Director	Bachelors	None	8	\$284.28
541611	Partner/Principal/Managing Director	Bachelors	None	10	\$344.13
541611	Leadership Executive	Bachelors	None	10	\$389.14
541611	Training Instructor	Bachelors	None	2	\$104.28
541611	Training Lead	Bachelors	None	3	\$127.68
541611	Training Manager	Bachelors	None	4	\$129.59
541611	Training Subject Matter Expert	Bachelors	None	5	\$151.54

SERVICE CONTRACT LABOR STANDARDS (SCLS) MATRIX

The SCLS is applicable to this contract as it applies to the entire Schedule and all services provided. While no specific labor categories have been identified as being subject to SCLS due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CFR 541.300), this contract still maintains the provisions and protections for SCLS eligible labor categories. If and / or when the contractor adds SCLS labor categories / employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish an SCLS matrix identifying the GSA labor category titles, the occupational code, SCLS labor category titles and the applicable WD number.

LABOR CATEGORY DESCRIPTIONS

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
541612HC	Human Capital Associate 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 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.	Bachelors	None	0	PhD/ 0 years; Masters/ 0 years; Associates/ 2 years; High School/ 4 years	No
541612HC	Human Capital Associate Level II	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.	Bachelors	None	1	PhD/ 0 years; Masters/ 0 years; Associates/ 3 years; High School/ 5 years	No
541612HC	Human Capital Senior Associate Level I	Level I 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.	Bachelors	None	2	PhD/ 0 years; Masters/ 0 years; Associates/ 4 years; High School/ 6 years	No
541612HC	Human Capital Senior Associate Level II	Level II 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.	Bachelors	None	3	PhD/0 years; Masters/ 1 year; Associates/ 5 years; High School/ 7 years	No
541612HC	Human Capital Senior Associate Level III	Level III 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.	Bachelors	None	4	PhD/0 years; Masters/ 2 years; Associates/ 6 years; High School/ 8 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
541612HC	Human Capital New Manager	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.	Bachelors	None	5	PhD/0 years; Masters/ 3 years; Associates/ 7 years; High School/ 9 years	No
541612HC	Human Capital Manager	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.	Bachelors	None	6	PhD/0 years; Masters/ 4 years; Associates/ 8 years; High School/ 10 years	No
541612HC	Human Capital Experienced Manager	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.	Bachelors	None	7	PhD/1 year; Masters/ 5 years; Associates/ 9 years; High School/ 11 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
541612HC	Human Capital Senior Manager	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.	Bachelors	None	8	PhD/2 years; Masters/ 6 years; Associates/ 10 years; High School/ 12 years	No
541612HC	Human Capital Experienced Senior Manager	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.	Bachelors	None	8	PhD/2 years; Masters/ 6 years; Associates/ 10 years; High School/ 12 years	No
541612HC	Human Capital Director	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.	Bachelors	None	8	PhD/2 years; Masters/ 6 years; Associates/ 10 years; High School/ 12 years	No
541612HC	Human Capital Partner	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.	Bachelors	None	10	PhD/4 years; Masters/ 8 years; Associates/ 12 years; High School/ 14 years	No
541612LOB	IT Human Capital Associate Level I	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 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.	Bachelors	None	0	PhD/ 0 years; Masters/ 0 years; Associates/ 2 years; High School/ 4 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
541612LOB	IT Human Capital Associate Level II	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 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.	Bachelors	None	1	PhD/ 0 years; Masters/ 0 years; Associates/ 3 years; High School/ 5 years	No
541612LOB	IT Human Capital Senior Associate Level I	Level I 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. New 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.	Bachelors	None	2	PhD/ 0 years; Masters/ 0 years; Associates/ 4 years; High School/ 6 years	No
541612LOB	IT Human Capital Senior Associate Level II	Level II 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.	Bachelors	None	3	PhD/0 years; Masters/ 1 year; Associates/ 5 years; High School/ 7 years	No
541612LOB	IT Human Capital Senior Associate Level III	Level III 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.	Bachelors	None	4	PhD/0 years; Masters/ 2 years; Associates/ 6 years; High School/ 8 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
541612LOB	IT Human Capital New Manager	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	Bachelors	None	5	PhD/0 years; Masters/ 3 years; Associates/ 7 years; High School/ 9 years	No
541612LOB	IT Human Capital Manager	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.	Bachelors	None	6	PhD/0 years; Masters/ 4 years; Associates/ 8 years; High School/ 10 years	No
541612LOB	IT Human Capital Experienced Manager	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.	Bachelors	None	7	PhD/1 year; Masters/ 5 years; Associates/ 9 years; High School/ 11 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
541612LOB	IT Human Capital Senior Manager	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.	Bachelors	None	8	PhD/2 years; Masters/ 6 years; Associates/ 10 years; High School/ 12 years	No
541612LOB	IT Human Capital Experienced Senior Manager	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.	Bachelors	None	9	PhD/3 years; Masters/ 7 years; Associates/ 11 years; High School/ 13 years	No
541612LOB	IT Human Capital Director	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.	Bachelors	None	8	PhD/2 years; Masters/ 6 years; Associates/ 10 years; High School/ 12 years	No
541612LOB	IT Human Capital Partner	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..	Bachelors	None	10	PhD/4 years; Masters/ 8 years; Associates/ 12 years; High School/ 14 years	No
541620	Environmental Associate Level I	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. Progressively responsible experience participating in engagements as a team member. Works as part of a team under supervision of higher-level staff as work complexity and responsibility will be greater at higher levels.	Bachelors	None	0	PhD/ 0 years; Masters/ 0 years; Associates/ 2 years; High School/ 4 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
541620	Environmental Associate Level II	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. Progressively responsible experience participating in engagements as a team member. Works independently or as part of a team under supervision of higher-level staff as work complexity and responsibility will be greater at higher levels.	Bachelors	None	1	PhD/ 0 years; Masters/ 0 years; Associates/ 3 years; High School/ 5 years	No
541620	Environmental Senior Associate Level I	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 including specific experience in 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.	Bachelors	None	3	PhD/0 years; Masters/ 1 year; Associates/ 5 years; High School/ 7 years	No
541620	Environmental Manager	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. 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 as work complexity and responsibility will be greater at higher levels.	Bachelors	None	5	PhD/0 years; Masters/ 3 years; Associates/ 7 years; High School/ 9 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
541620	Environmental Senior Manager	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. 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 as work complexity and responsibility will be greater at higher levels.	Bachelors	None	7	PhD/1 year; Masters/ 5 years; Associates/ 9 years; High School/ 11 years	No
541620	Environmental SME Level I	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. Leverage direct industry experience in providing technical, managerial and administrative direction in engineering-related engagements as work complexity and responsibility will be greater at higher levels.	Bachelors	None	8	PhD/2 years; Masters/ 6 years; Associates/ 10 years; High School/ 12 years	No
541620	Environmental Partner/Principal	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 and have 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.	Bachelors	None	10	PhD/4 years; Masters/ 8 years; Associates/ 12 years; High School/ 14 years	No
518210ERM	ERM Associate Level I	Level I Associates interface with the client on a day-to-day basis, and works as part of a team under supervision of higher-level staff to 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.	Bachelors	None	0	PhD/ 0 years; Masters/ 0 years; Associates/ 2 years; High School/ 4 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
518210ERM	ERM Associate Level II	Level II Associates interface with the client on a day-to-day basis, and works independently or as part of a team under supervision of higher-level staff to 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. Progressively responsible experience participating in engagements as a team member; and specific experience in key project areas as work complexity and responsibility will be greater at higher levels.	Bachelors	None	1	PhD/ 0 years; Masters/ 0 years; Associates/ 3 years; High School/ 5 years	No
518210ERM	ERM Associate Level III	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. Progressively responsible experience in performing and participating in engagements; specific experience in 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 as work complexity and responsibility will be greater at higher levels.	Bachelors	None	2	PhD/ 0 years; Masters/ 0 years; Associates/ 4 years; High School/ 6 years	No
518210ERM	ERM Senior Associate Level II	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. Progressively responsible experience in performing and participating in engagements; specific experience in 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 as work complexity and responsibility will be greater at higher levels.	Bachelors	None	4	PhD/0 years; Masters/ 2 years; Associates/ 6 years; High School/ 8 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
518210ERM	ERM Manager	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. Manages a workstream and has 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 as work complexity and responsibility will be greater at higher levels.	Bachelors	None	5	PhD/0 years; Masters/ 3 years; Associates/ 7 years; High School/ 9 years	No
518210ERM	ERM Experienced Manager	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, and manages multiple complex workstreams and has 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 as work complexity and responsibility will be greater at higher levels.	Bachelors	None	6	PhD/0 years; Masters/ 4 years; Associates/ 8 years; High School/ 10 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
518210ERM	ERM Senior Manager	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. Has 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 as work complexity and responsibility will be greater at higher levels.	Bachelors	None	7	PhD/1 year; Masters/ 5 years; Associates/ 9 years; High School/ 11 years	No
518210ERM	ERM Experienced Senior Manager	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 work on 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. Has progressively responsible experience in leading complex 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 as work complexity and responsibility will be greater at higher levels.	Bachelors	None	8	PhD/2 years; Masters/ 6 years; Associates/ 10 years; High School/ 12 years	No
518210ERM	ERM Partner/Principal	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. Provide technical direction to technology and records management-related engagements; demonstrate 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.	Bachelors	None	10	PhD/4 years; Masters/ 8 years; Associates/ 12 years; High School/ 14 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
518210C	Cloud Solutions Associate I	Level I Associates interface with the client on a day-to-day basis, and work as part of a team under supervision of higher-level staff to 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.	Bachelors	None	0	PhD/ 0 years; Masters/ 0 years; Associates/ 2 years; High School/ 4 years	No
518210C	Cloud Solutions Associate II	Level II Associates interface with the client on a day-to-day basis and work independently or as part of a team under supervision of higher-level staff to 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. Progressively responsible experience participating in engagements as a team member as work complexity and responsibility will be greater at higher levels.	Bachelors	None	1	PhD/ 0 years; Masters/ 0 years; Associates/ 3 years; High School/ 5 years	No
518210C	Cloud Solutions Senior Associate I	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 including specific experience in 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.	Bachelors	None	2	PhD/ 0 years; Masters/ 0 years; Associates/ 4 years; High School/ 6 years	No
518210C	Cloud Solutions Senior Associate II	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. Progressively responsible experience in performing and participating in engagements; specific experience in 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 as work complexity and responsibility will be greater at higher levels.	Bachelors	None	3	PhD/0 years; Masters/ 1 year; Associates/ 5 years; High School/ 7 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
518210C	Cloud Solutions Senior Associate III	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. Serves as a Team Lead or Senior Associate with experience in performing and participating in engagements; specific experience in 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 as work complexity and responsibility will be greater at higher levels.	Bachelors	None	4	PhD/0 years; Masters/ 2 years; Associates/ 6 years; High School/ 8 years	No
518210C	Cloud Solutions Manager	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. Manages a workstream and has 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 as work complexity and responsibility will be greater at higher levels.	Bachelors	None	5	PhD/0 years; Masters/ 3 years; Associates/ 7 years; High School/ 9 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
518210C	Cloud Solutions Experienced Manager	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. Experienced Managers deliver presentations and lead client meetings, and manages multiple complex workstreams and has 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 as work complexity and responsibility will be greater at higher levels.	Bachelors	None	6	PhD/0 years; Masters/ 4 years; Associates/ 8 years; High School/ 10 years	No
518210C	Cloud Solutions Subject Matter Expert (SME) Level I	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. Experience leveraging direct industry experience in providing technical, managerial and administrative direction for cloud-related projects.	Bachelors	None	8	PhD/2 years; Masters/ 6 years; Associates/ 10 years; High School/ 12 years	No
518210C	Cloud Solutions Subject Matter Expert (SME) Level II	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. Expert at leveraging direct industry experience in providing technical, managerial and administrative direction for complex cloud-related projects.	Bachelors	None	10	PhD/4 years; Masters/ 8 years; Associates/ 12 years; High School/ 14 years	No
54161	Agency HC Associate I	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 client meetings. In general, work complexity and responsibility will be greater at higher levels.	Bachelors	None	0	PhD/ 0 years; Masters/ 0 years; Associates/ 2 years; High School/ 4 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
54161	Agency HC Associate II	Level II Associates interface with the client on a day-to-day basis and work independently or as part of a team under supervision of higher-level staff to 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. Progressively responsible experience in performing and participating in engagements; specific experience in key project areas as work complexity and responsibility will be greater at higher levels.	Bachelors	None	1	PhD/ 0 years; Masters/ 0 years; Associates/ 3 years; High School/ 5 years	No
54161	Agency HC Senior Associate I	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 including specific experience in 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.	Bachelors	None	2	PhD/ 0 years; Masters/ 0 years; Associates/ 4 years; High School/ 6 years	No
54161	Agency HC Senior Associate II	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, studies, and documentation; and support presentations and client meetings for agency human capital-related engagements. Progressively responsible experience in performing and participating in engagements; specific experience in 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 as work complexity and responsibility will be greater at higher levels.	Bachelors	None	3	PhD/0 years; Masters/ 1 year; Associates/ 5 years; High School/ 7 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
54161	Agency HC Manager	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. Manages a workstream and has progressively responsible experience in leading engagements, demonstrated ability to manage a project and to provide guidance and direction for human capital-related projects or sub-tasks, and increasing responsibility in design, implementation, and management of engagements as work complexity and responsibility will be greater at higher levels.	Bachelors	None	5	PhD/0 years; Masters/ 3 years; Associates/ 7 years; High School/ 9 years	No
54161	Agency HC Senior Manager	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. Has progressively responsible experience in leading complex 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 engagement as work complexity and responsibility will be greater at higher levels.	Bachelors	None	7	PhD/1 year; Masters/ 5 years; Associates/ 9 years; High School/ 11 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
54161	Agency HC Experienced Senior Manager	Experienced 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. Manages multiple complex workstreams and has progressively responsible experience in leading complex 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 engagement as work complexity and responsibility will be greater at higher levels.	Bachelors	None	8	PhD/2 years; Masters/ 6 years; Associates/ 10 years; High School/ 12 years	No
54161	Agency HC Subject Matter Expert (SME) Level I	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. Experience leveraging direct industry experience in providing technical, managerial and administrative direction for agency human capital-related projects.	Bachelors	None	8	PhD/2 years; Masters/ 6 years; Associates/ 10 years; High School/ 12 years	No
541611W	Workforce Analytics Associate I	Level I Associates interface with the client on a day-to-day basis, and work as part of a team under supervision of higher-level staff to 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. Participates in engagements as a team member, and in general, work complexity and responsibility will be greater at higher levels.	Bachelors	None	0	PhD/ 0 years; Masters/ 0 years; Associates/ 2 years; High School/ 4 years	No
541611W	Workforce Analytics Associate II	Level II Associates interface with the client on a day-to-day basis, and work independently or as part of a team under supervision of higher-level staff to 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. Progressively responsible experience in performing and participating in engagements; specific experience in key project areas as work complexity and responsibility will be greater at higher levels.	Bachelors	None	1	PhD/ 0 years; Masters/ 0 years; Associates/ 3 years; High School/ 5 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
541611W	Workforce Analytics Senior Associate I	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 including specific experience in 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.	Bachelors	None	2	PhD/ 0 years; Masters/ 0 years; Associates/ 4 years; High School/ 6 years	No
541611W	Workforce Analytics Senior Associate II	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. Progressively responsible experience in performing and participating in engagements; specific experience in 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 as work complexity and responsibility will be greater at higher levels.	Bachelors	None	3	PhD/0 years; Masters/ 1 year; Associates/ 5 years; High School/ 7 years	No
541611W	Workforce Analytics Manager	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 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.	Bachelors	None	5	PhD/0 years; Masters/ 3 years; Associates/ 7 years; High School/ 9 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
		Manages a workstream and has 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 as work complexity and responsibility will be greater at higher levels.					
541611W	Workforce Analytics Senior Manager	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. Has progressively responsible experience in leading complex engagements, demonstrated ability to manage a project and to provide guidance and direction for agency workforce analytics-related projects or sub-tasks, and increasing responsibility in design, implementation, and management of engagement as work complexity and responsibility will be greater at higher levels.	Bachelors	None	7	PhD/1 year; Masters/ 5 years; Associates/ 9 years; High School/ 11 years	No
541611W	Workforce Analytics Experienced Senior Manager	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. Manages multiple complex workstreams and has progressively responsible experience in leading complex engagements, demonstrated ability to manage a project and to provide guidance and direction for agency workforce analytics-related projects or sub-tasks, and increasing responsibility in design, implementation, and management of engagement as work complexity and responsibility will be greater at higher levels.	Bachelors	None	8	PhD/2 years; Masters/ 6 years; Associates/ 10 years; High School/ 12 years	No
541611W	Workforce Analytics Subject Matter Expert (SME) Level I	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. Experience leveraging direct industry experience in providing technical, managerial and administrative	Bachelors	None	8	PhD/2 years; Masters/ 6 years; Associates/ 10 years; High School/ 12 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
		direction for workforce analytics-related projects.					
541219, 522310, 541211	Associate	The responsibilities in this category include performing specific audit steps under the supervision of a more experienced auditor.	Bachelors	None	2	PhD/ 0 years; Masters/ 0 years; Associates/ 4 years; High School/ 6 years	No
541219, 522310, 541211	Senior Associate	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.	Bachelors	None	4	PhD/0 years; Masters/ 2 years; Associates/ 6 years; High School/ 8 years	No
541219, 522310, 541211	Manager	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.	Bachelors	None	5	PhD/0 years; Masters/ 3 years; Associates/ 7 years; High School/ 9 years	No
541219, 522310, 541211	Senior Manager/Director	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.	Bachelors	None	8	PhD/2 years; Masters/ 6 years; Associates/ 10 years; High School/ 12 years	No
541219, 522310, 541211	Subject Matter Expert	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.	Bachelors	None	9	PhD/3 years; Masters/ 7 years; Associates/ 11 years; High School/ 13 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
541219, 522310, 541211	Partner/Principal/Managing Director	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.	Bachelors	None	10	PhD/4 years; Masters/ 8 years; Associates/ 12 years; High School/ 14 years	No
541990RISK	Risk Assessment and Mitigation Associate I	Level I 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.	Bachelors	None	0	PhD/ 0 years; Masters/ 0 years; Associates/ 2 years; High School/ 4 years	No
541990RISK	Risk Assessment and Mitigation Associate II	Level II 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.	Bachelors	None	1	PhD/ 0 years; Masters/ 0 years; Associates/ 3 years; High School/ 5 years	No
541990RISK	Risk Assessment and Mitigation New Manager	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.	Bachelors	None	5	PhD/0 years; Masters/ 3 years; Associates/ 7 years; High School/ 9 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
541990RISK	Risk Assessment and Mitigation Manager	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.	Bachelors	None	6	PhD/0 years; Masters/ 4 years; Associates/ 8 years; High School/ 10 years	No
541990RISK	Risk Assessment and Mitigation Senior Manager	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.	Bachelors	None	9	PhD/3 years; Masters/ 7 years; Associates/ 11 years; High School/ 13 years	No
541990RISK	Risk Assessment and Mitigation Partner/Principal	The Partner 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 also delivers, presents, and leads strategic level client meetings.	Bachelors	None	10	PhD/4 years; Masters/ 8 years; Associates/ 12 years; High School/ 14 years	No
541611	Program Management Jr. Accountant	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.	Bachelors	None	0	PhD/ 0 years; Masters/ 0 years; Associates/ 2 years; High School/ 4 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
541611	Program Management Experienced Associate	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.	Bachelors	None	1	PhD/ 0 years; Masters/ 0 years; Associates/ 3 years; High School/ 5 years	No
541611	Program Management New Senior Associate	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.	Bachelors	None	3	PhD/0 years; Masters/ 1 year; Associates/ 5 years; High School/ 7 years	No
541611	Program Management New Manager	New 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.	Bachelors	None	5	PhD/0 years; Masters/ 3 years; Associates/ 7 years; High School/ 9 years	No
541611	Program Management Public Service Specialist	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.	Bachelors	None	8	PhD/2 years; Masters/ 6 years; Associates/ 10 years; High School/ 12 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
541611	Program Management New Senior Manager	New 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.	Bachelors	None	8	PhD/2 years; Masters/ 6 years; Associates/ 10 years; High School/ 12 years	No
541611	Program Management Subject Matter Expert	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.	Bachelors	None	8	PhD/2 years; Masters/ 6 years; Associates/ 10 years; High School/ 12 years	No
541611	Program Management Program Manager	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.	Bachelors	None	10	PhD/4 years; Masters/ 8 years; Associates/ 12 years; High School/ 14 years	No
541611	Program Management Partner/Principal	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.	Bachelors	None	10	PhD/4 years; Masters/ 8 years; Associates/ 12 years; High School/ 14 years	No
541611	Grants Management Jr. Accountant	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.	Bachelors	None	0	PhD/ 0 years; Masters/ 0 years; Associates/ 2 years; High School/ 4 years	No
541611	Grants Management Associate	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.	Bachelors	None	0	PhD/ 0 years; Masters/ 0 years; Associates/ 2 years; High School/ 4 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
541611	Grants Management Senior Associate	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.	Bachelors	None	4	PhD/0 years; Masters/ 2 years; Associates/ 6 years; High School/ 8 years	No
541611	Grants Management Senior Manager	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.	Bachelors	None	9	PhD/3 years; Masters/ 7 years; Associates/ 11 years; High School/ 13 years	No
541611	Grants Management Program Manager	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.	Bachelors	None	10	PhD/4 years; Masters/ 8 years; Associates/ 12 years; High School/ 14 years	No
541611	Grants Management Subject Matter Expert	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.	Bachelors	None	8	PhD/2 years; Masters/ 6 years; Associates/ 10 years; High School/ 12 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
541611	Grants Management Senior Manager CPA	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.	Bachelors	None	10	PhD/4 years; Masters/ 8 years; Associates/ 12 years; High School/ 14 years	No
541611	Grants Management Partner/Principal	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 also deliver, present, and lead strategic-level client meetings.	Bachelors	None	10	PhD/4 years; Masters/ 8 years; Associates/ 12 years; High School/ 14 years	No
541611	Associate	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.	Bachelors	None	0	PhD/ 0 years; Masters/ 0 years; Associates/ 2 years; High School/ 4 years	No
541611	Senior Associate	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.	Bachelors	None	3	PhD/0 years; Masters/ 1 year; Associates/ 5 years; High School/ 7 years	No
541611	Business Analyst	The Business Analyst provides analysis of the business and information environments, activities and events. Assists with finding trends, errors and reviewing data with report writing skills.	Bachelors	None	2	PhD/ 0 years; Masters/ 0 years; Associates/ 4 years; High School/ 6 years	No
541611	Consultant I	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.	Bachelors	None	1	PhD/ 0 years; Masters/ 0 years; Associates/ 3 years; High School/ 5 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
541611	Consultant II	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.	Bachelors	None	3	PhD/0 years; Masters/ 1 year; Associates/ 5 years; High School/ 7 years	No
541611	Consultant III	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.	Bachelors	None	4	PhD/0 years; Masters/ 2 years; Associates/ 6 years; High School/ 8 years	No
541611	Statistician	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.	Bachelors	None	3	PhD/0 years; Masters/ 1 year; Associates/ 5 years; High School/ 7 years	No
541611	Manager I	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.	Bachelors	None	3	PhD/0 years; Masters/ 1 year; Associates/ 5 years; High School/ 7 years	No
541611	Manager II	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.	Bachelors	None	5	PhD/0 years; Masters/ 3 years; Associates/ 7 years; High School/ 9 years	No
541611	Subject Matter Expert	The Subject Matter Expert 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.	Bachelors	None	7	PhD/1 year; Masters/ 5 years; Associates/ 9 years; High School/ 11 years	No

SIN/SIN(s)	Labor Category Title	Labor Category Description	Minimum Required Education	Identify High School Equivalent and/or Required Certifications or Licenses	Minimum Years of Required Relevant Experience	Education Substitution	Security Clearance Required
541611	Senior Manager/Director	The Director/Senior Manager 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.	Bachelors	None	8	PhD/2 years; Masters/ 6 years; Associates/ 10 years; High School/ 12 years	No
541611	Partner/Principal/Managing Director	The Partner 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.	Bachelors	None	10	PhD/4 years; Masters/ 8 years; Associates/ 12 years; High School/ 14 years	No
541611	Leadership Executive	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 Partner also delivers, presents, and leads strategic level client meetings.	Bachelors	None	10	PhD/4 years; Masters/ 8 years; Associates/ 12 years; High School/ 14 years	No
541611	Training Instructor	The Training Instructor conducts training programs, presenting training materials, and interacting directly with students. Experience with presenting training using various techniques or tools.	Bachelors	None	2	PhD/ 0 years; Masters/ 0 years; Associates/ 4 years; High School/ 6 years	No
541611	Training Lead	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.	Bachelors	None	3	PhD/0 years; Masters/ 1 year; Associates/ 5 years; High School/ 7 years	No
541611	Training Manager	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.	Bachelors	None	4	PhD/0 years; Masters/ 2 years; Associates/ 6 years; High School/ 8 years	No
541611	Training Subject Matter Expert	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.	Bachelors	None	5	PhD/0 years; Masters/ 3 years; Associates/ 7 years; High School/ 9 years	No

SIN 518210ERM VENDOR CERTIFICATION FOR ELECTRONIC RECORDS MANAGEMENT SOLUTIONS VERSION 3.0

Element 1 - Office Management Applications

Guidehouse provides planning, design, development, testing, and integration services for systems that manage electronic records. We support operations, maintenance, cyber security, and documentation support for systems we have implemented and for other existing systems. We provide data management and quality assurance services as well as decommission services.

Guidehouse is vendor-agnostic, but we have worked with most major SaaS, PaaS and IaaS solution providers to implement and manage systems of record in private, commercial and federal cloud environments. We have experience designing, implementing, and managing enterprise-wide networks on which we provide IT managed services, including office management applications. During design, implementation, and operations, we work with our clients to ensure NARA's lifecycle ERM requirements are achieved.

Element 2 - Electronic Messages

Guidehouse provides planning, design, development, testing, and integration services for systems that manage electronic records. We support operations, maintenance, cyber security, and documentation support for systems we have implemented and for other existing systems. We also provide data management and quality assurance services.

Guidehouse is vendor-agnostic, but we have worked with most major SaaS, PaaS and IaaS solution providers to implement and manage systems of record in private, commercial and federal cloud environments. We have experience designing, implementing, and managing enterprise-wide networks on which we provide IT managed services, including electronic messaging. During design, implementation, and operations, we work with our clients to ensure NARA's lifecycle ERM requirements are achieved.

Element 3 - Social Media

Guidehouse provides planning, design, development, testing, and integration services for systems that manage electronic records. We support operations, maintenance, cyber security, and documentation support for systems we have implemented and for other existing systems. We also provide data management and quality assurance services.

Guidehouse is vendor-agnostic, but we have worked with most major SaaS, PaaS and IaaS solution providers to implement and manage systems of record in private, commercial and federal cloud environments. We have experience designing, implementing, and managing enterprise-wide networks on which we provide IT managed services, including systems that interface with public sites. During design, implementation, and operations, we work with our clients to ensure NARA's lifecycle ERM requirements are achieved.

Element 4 – Websites

Guidehouse provides planning, design, development, testing, and integration services for systems that manage electronic records. We support operations, maintenance, cyber security, and documentation support for systems we have implemented and for other existing systems. We also provide data management and quality assurance services.

Guidehouse is vendor-agnostic, but we have worked with most major SaaS, PaaS and IaaS solution providers to implement and manage systems of record in private, commercial and federal cloud environments. We have experience designing, implementing, and managing enterprise-wide networks on

which we provide IT managed services. We design, build, and manage internet and intranet sites. These websites may be integrated with other IT services and solutions or may stand alone. During design, implementation, and operations, we work with our clients to ensure NARA's lifecycle ERM requirements are achieved.

Element 5 - Photographs (Born-Digital and Scanned Images)

Guidehouse provides planning, design, development, testing, and integration services for systems that manage electronic records. We support operations, maintenance, cyber security, and documentation support for systems we have implemented and for other existing systems. We also provide data management and quality assurance services. We have experience migrating large quantities of data, including images, from legacy to modern systems where we work with our clients to ensure NARA's lifecycle ERM requirements are achieved.

Guidehouse is vendor-agnostic, but we have worked with most major SaaS, PaaS and IaaS solution providers to implement and manage systems of record in private, commercial and federal cloud environments. We have experience designing, implementing, and managing enterprise-wide networks on which we provide IT managed services, including those that maintain images. During design, implementation, and operations, we work with our clients to ensure NARA's lifecycle ERM requirements are achieved.

Element 6 - Digital Audio and Video

Guidehouse provides planning, design, development, testing, and integration services for systems that manage electronic records. We support operations, maintenance, cyber security, and documentation support for systems we have implemented and for other existing systems. We also provide data management and quality assurance services.

Guidehouse is vendor-agnostic, but we have worked with most major SaaS, PaaS and IaaS solution providers to implement and manage systems of record in private, commercial and federal cloud environments. We have experience designing, implementing, and managing enterprise-wide networks on which we provide IT managed services, including those that maintain digital audio and video. During design, implementation, and operations, we work with our clients to ensure NARA's lifecycle ERM requirements are achieved.

Element 7 - Structured Data

Guidehouse provides planning, design, development, testing, and integration services for systems that manage electronic records. We support operations, maintenance, cyber security, and documentation support for systems we have implemented and for other existing systems. We also provide data management and quality assurance services. We have experience migrating large quantities of data from legacy to modern systems where we work with our clients to ensure NARA's lifecycle ERM requirements are achieved.

Guidehouse is vendor-agnostic, but we have worked with most major SaaS, PaaS and IaaS solution providers to implement and manage systems of record in private, commercial and federal cloud environments. We have experience designing, implementing, and managing enterprise-wide networks on which we provide IT managed services. During design, implementation, and operations, we work with our clients to ensure NARA's lifecycle ERM requirements are achieved.

Element 8 - Shared Drives

Guidehouse provides planning, design, development, testing, and integration services for systems that manage electronic records. We support operations, maintenance, cyber security, and documentation

support for systems we have implemented and for other existing systems. We provide data management and quality assurance services as well as decommission services.

Guidehouse is vendor-agnostic, but we have worked with most major SaaS, PaaS and IaaS solution providers to implement and manage systems of record in private, commercial and federal cloud environments. We have experience designing, implementing, and managing enterprise-wide networks on which we provide IT managed services, including shared drives. During design, implementation, and operations, we work with our clients to ensure NARA's lifecycle ERM requirements are achieved.