GENERAL SERVICES ADMINISTRATION
FEDERAL ACQUISITION SERVICE AUTHORIZED
MULTIPLE AWARD SCHEDULE PRICELIST
INFORMATION TECHNOLOGY

SPECIAL ITEM NUMBER 54151S - INFORMATION TECHNOLOGY (IT) SERVICES

Contract Number: 47QTCA19D00GN

Contract Period: August 7, 2019 through August 6, 2024 (Base Period)

with three 5 year options

Pricelist current through Modification PS-A824 dated 08/20/2020 and Modification PA-0008 dated 03/04/2021

Lynker Technologies, LLC
202 Church St SE #301 Mailstop 536
Leesburg, VA 20175
SBA Certified Small Business

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Contract Administration: Carroll Stang
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Customer Information

1a.　　**Table of Awarded Special Item Number(s)**

SIN	SIN Description
54151S	Information Technology Services
OLM	Order Level Materials

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract: **Not Applicable.**

1c. Descriptions of all corresponding commercial job titles with experience, functional responsibility and education **are provided beginning on page 7.**

2. MAXIMUM ORDER: (All dollar amounts are exclusive of any discount for prompt payment.)
The maximum dollar value per order for all IT Professional Services will be $500,000.

3. MINIMUM ORDER: The minimum dollar value of orders to be issued is $100.00

4. GEOGRAPHIC SCOPE OF CONTRACT: Domestic delivery only.

5. POINT OF PRODUCTION: **N/A**

6. Prices shown are NET Prices

7. QUANTITY DISCOUNTS:
a. Prompt Payment: -None
b. Quantity – Additional 1% on individual orders over $150,000.
c. Dollar Volume - None
d. Government Educational Institutions - None
e. Other - No other discounts

8. Prompt payment terms: Net 30 days

9a.Notification that Government purchase cards are accepted up to the micro-purchase threshold: Yes

9b.Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold: will accept over $3,000

10. Foreign items (list items by country of origin): None

11a. Time of Delivery: Specified on the Task Order

11b. Expedited Delivery: Contact Contractor

11c. Overnight and 2-day delivery: Contact Contractor

11d. Urgent Requirements: Contact Contractor

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

13a.   Ordering Address:
Lynker Technologies, LLC
202 Church St SE
#536
Leesburg, VA 20175

13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's), and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).

14.   Payment address:
Lynker Technologies, LLC
202 Church St SE
#536
Leesburg, VA 20175

15.   Warranty provision.: Contractor's standard warranty.

16.   Export Packing Charges (if applicable): N/A

17.   Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):   See 9(b)

18.   Terms and conditions of rental, maintenance, and repair (if applicable): N/A

19.   Terms and conditions of installation (if applicable): N/A

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

20a.   Terms and conditions for any other services (if applicable): N/A

21.   List of service and distribution points (if applicable): N/A

22.   List of participating dealers (if applicable): N/A

23.   Preventive maintenance (if applicable):   N/A

24a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants: N/A

24b. Section 508 compliance: Contact Lynker Technologies, LLC. for Section 508 compliance Information. In addition, the EIT standards can be found at: http://www.section508.gov

25.   Data Universal Numbering System (DUNS) number: 807889683

26.   Central Contractor Registration (CCR) database: Lynker Technologies, LLC is registered in the System for Award Management.

Description of IT Services and Pricing
SIN 54151S

Labor Category	August 7, 2019 to August 6, 2020	August 7, 2020 to August 6, 2021	August 7, 2021 to August 6, 2022	August 7, 2022 to August 6, 2023	August 7, 2023 to August 6, 2024
Subject Matter Expert 1	$306.54	$312.67	$318.92	$325.30	$331.81
Business Systems Architect	$133.59	$136.26	$138.99	$141.77	$144.60
Information Assurance Analyst	$206.46	$210.59	$214.80	$219.10	$223.48
Information Assurance Architect	$230.76	$235.37	$240.08	$244.88	$249.78
Information Assurance Specialist 1	$97.16	$99.10	$101.08	$103.10	$105.17
Information Assurance Specialist 2	$145.74	$148.65	$151.62	$154.66	$157.75
Project Manager 1	$137.86	$140.62	$143.43	$146.30	$149.22
Project Manager 2	$160.31	$163.52	$166.79	$170.13	$173.53
QA/Test and Evaluation Specialist 1	$95.94	$97.86	$99.82	$101.81	$103.85
QA/Test and Evaluation Specialist 2	$155.46	$158.57	$161.74	$164.97	$168.27
Agile Coach	$215.78	$220.10	$224.50	$228.99	$233.57
Artificial Intelligence Engineer	$239.05	$243.83	$248.70	$253.68	$258.75
Business Analyst I	$95.56	$97.47	$99.42	$101.41	$103.44
Business Analyst II	$121.06	$123.48	$125.95	$128.47	$131.04
Business Analyst III	$145.12	$148.03	$150.99	$154.01	$157.09
Business Analyst IV	$169.20	$172.58	$176.03	$179.55	$183.14
Business Analyst V	$190.57	$194.38	$198.27	$202.23	$206.28
Chief Security Officer	$365.56	$372.87	$380.33	$387.94	$395.69
Chief Technology Engineer	$342.48	$349.33	$356.31	$363.44	$370.71
Cloud Systems Architect	$225.16	$229.66	$234.25	$238.94	$243.72
Configuration Management	$98.40	$100.37	$102.37	$104.42	$106.51
Configuration Management	$126.64	$129.18	$131.76	$134.39	$137.08
Configuration Management	$156.99	$160.13	$163.33	$166.60	$169.93
Configuration Management	$178.44	$182.01	$185.65	$189.36	$193.15
Configuration Management	$196.97	$200.91	$204.93	$209.03	$213.21
Data Architect I	$135.76	$138.48	$141.25	$144.07	$146.95
Data Architect II	$170.85	$174.26	$177.75	$181.30	$184.93
Data Architect III	$184.81	$188.51	$192.28	$196.13	$200.05
Data Architect IV	$204.58	$208.68	$212.85	$217.11	$221.45
Data Architect V	$235.50	$240.21	$245.01	$249.91	$254.91
Data Scientist	$209.80	$214.00	$218.28	$222.65	$227.10
Data Technician I	$60.99	$62.21	$63.45	$64.72	$66.01
Data Technician II	$73.68	$75.15	$76.66	$78.19	$79.75
Data Technician III	$80.50	$82.11	$83.75	$85.43	$87.14
Data Technician IV	$87.86	$89.62	$91.41	$93.24	$95.10
Data Technician V	$98.20	$100.17	$102.17	$104.21	$106.30
Database Administrator I	$107.92	$110.08	$112.28	$114.52	$116.81
Database Administrator II	$144.70	$147.60	$150.55	$153.56	$156.63

Database Administrator III	$174.10	$177.58	$181.14	$184.76	$188.45
Database Administrator IV	$189.36	$193.14	$197.01	$200.95	$204.97
Database Administrator V	$197.75	$201.71	$205.74	$209.86	$214.05
Database Engineer I	$122.73	$125.19	$127.69	$130.25	$132.85
Database Engineer II	$150.54	$153.55	$156.62	$159.75	$162.95
Database Engineer III	$177.02	$180.56	$184.18	$187.86	$191.62
Database Engineer IV	$201.57	$205.61	$209.72	$213.91	$218.19
Database Engineer V	$219.77	$224.17	$228.65	$233.22	$237.89
DevOps Engineer	$222.24	$226.69	$231.22	$235.85	$240.56
Enterprise Architect I	$103.37	$105.44	$107.55	$109.70	$111.89
Enterprise Architect II	$122.75	$125.21	$127.71	$130.27	$132.87
Enterprise Architect III	$155.05	$158.15	$161.32	$164.54	$167.83
Enterprise Architect IV	$200.28	$204.29	$208.38	$212.54	$216.79
Enterprise Architect V	$232.58	$237.24	$241.98	$246.82	$251.76
GIS Analyst I	$73.68	$75.15	$76.66	$78.19	$79.75
GIS Analyst II	$97.55	$99.50	$101.49	$103.52	$105.59
GIS Analyst III	$115.32	$117.63	$119.98	$122.38	$124.83
GIS Analyst IV	$129.41	$132.00	$134.64	$137.33	$140.08
GIS Analyst V	$158.59	$161.76	$165.00	$168.30	$171.66
Help Desk Specialist I	$83.99	$85.67	$87.39	$89.13	$90.92
Help Desk Specialist II	$92.06	$93.91	$95.78	$97.70	$99.65
Help Desk Specialist III	$106.96	$109.10	$111.28	$113.51	$115.78
Help Desk Specialist IV	$118.49	$120.86	$123.28	$125.74	$128.26
Help Desk Specialist V	$136.68	$139.41	$142.20	$145.05	$147.95
Helpdesk Manager	$156.11	$159.23	$162.42	$165.66	$168.98
IT Project Manager I	$137.79	$140.55	$143.36	$146.23	$149.15
IT Project Manager II	$137.79	$140.55	$143.36	$146.23	$149.15
IT Project Manager III	$165.30	$168.60	$171.97	$175.41	$178.92
IT Project Manager IV	$195.57	$199.48	$203.47	$207.54	$211.70
IT Project Manager V	$209.91	$214.11	$218.39	$222.76	$227.21
IT Specialist I	$79.73	$81.33	$82.95	$84.61	$86.30
IT Specialist II	$93.17	$95.03	$96.93	$98.87	$100.85
IT Specialist III	$107.40	$109.55	$111.74	$113.97	$116.25
IT Specialist IV	$116.53	$118.86	$121.23	$123.66	$126.13
IT Specialist V	$132.81	$135.47	$138.17	$140.94	$143.76
IT Training Specialist I	$80.40	$82.01	$83.65	$85.33	$87.03
IT Training Specialist II	$102.15	$104.19	$106.28	$108.40	$110.57
IT Training Specialist III	$129.00	$131.58	$134.21	$136.89	$139.63
IT Training Specialist IV	$155.58	$158.69	$161.87	$165.10	$168.41
IT Training Specialist V	$185.97	$189.69	$193.48	$197.35	$201.30
Network Administrator I	$98.16	$100.13	$102.13	$104.17	$106.25
Network Administrator II	$119.56	$121.95	$124.39	$126.87	$129.41
Network Administrator III	$141.97	$144.81	$147.70	$150.66	$153.67
Network Administrator IV	$172.43	$175.88	$179.40	$182.98	$186.64
Network Administrator V	$198.46	$202.43	$206.47	$210.60	$214.82
Network Engineer I	$112.77	$115.03	$117.33	$119.68	$122.07
Network Engineer II	$137.13	$139.87	$142.67	$145.52	$148.43

Network Engineer III	$158.17	$161.33	$164.56	$167.85	$171.21
Network Engineer IV	$190.89	$194.71	$198.60	$202.58	$206.63
Network Engineer V	$201.08	$205.10	$209.20	$213.38	$217.65
Program Manager I	$135.67	$138.39	$141.15	$143.98	$146.86
Program Manager II	$153.00	$156.06	$159.18	$162.37	$165.61
Program Manager III	$164.47	$167.75	$171.11	$174.53	$178.02
Program Manager IV	$180.96	$184.58	$188.27	$192.04	$195.88
Program Manager V	$213.28	$217.55	$221.90	$226.34	$230.86
Quality Assurance Specialist I	$79.01	$80.59	$82.20	$83.84	$85.52
Quality Assurance Specialist II	$115.22	$117.52	$119.87	$122.27	$124.72
Quality Assurance Specialist III	$157.07	$160.21	$163.41	$166.68	$170.01
Quality Assurance Specialist IV	$176.79	$180.33	$183.93	$187.61	$191.36
Quality Assurance Specialist V	$209.74	$213.94	$218.22	$222.58	$227.03
Scientific Systems Developer I	$104.30	$106.39	$108.51	$110.68	$112.90
Scientific Systems Developer II	$134.36	$137.05	$139.79	$142.59	$145.44
Scientific Systems Developer III	$160.45	$163.66	$166.93	$170.27	$173.67
Scientific Systems Developer IV	$173.91	$177.38	$180.93	$184.55	$188.24
Scientific Systems Developer V	$199.53	$203.52	$207.59	$211.74	$215.98
Security Analyst I	$93.57	$95.44	$97.35	$99.30	$101.28
Security Analyst II	$121.58	$124.01	$126.49	$129.02	$131.60
Security Analyst III	$152.50	$155.55	$158.66	$161.84	$165.07
Security Analyst IV	$179.13	$182.71	$186.36	$190.09	$193.89
Security Analyst V	$206.33	$210.46	$214.67	$218.96	$223.34
Software Analyst I	$84.91	$86.61	$88.34	$90.11	$91.91
Software Analyst II	$111.10	$113.32	$115.59	$117.90	$120.26
Software Analyst III	$140.09	$142.89	$145.75	$148.67	$151.64
Software Analyst IV	$155.82	$158.93	$162.11	$165.35	$168.66
Software Analyst V	$174.98	$178.48	$182.05	$185.69	$189.41
Software Developer I	$104.30	$106.39	$108.51	$110.68	$112.90
Software Developer II	$134.36	$137.05	$139.79	$142.59	$145.44
Software Developer III	$160.45	$163.66	$166.93	$170.27	$173.67
Software Developer IV	$173.91	$177.38	$180.93	$184.55	$188.24
Software Developer V	$199.53	$203.52	$207.59	$211.74	$215.98
Software Engineer I	$101.80	$103.83	$105.91	$108.03	$110.19
Software Engineer II	$136.69	$139.42	$142.21	$145.06	$147.96
Software Engineer III	$148.16	$151.13	$154.15	$157.23	$160.38
Software Engineer IV	$175.09	$178.59	$182.16	$185.81	$189.52
Software Engineer V	$192.86	$196.71	$200.65	$204.66	$208.75
Software Quality Assurance	$106.21	$108.33	$110.50	$112.71	$114.96
Software Quality Assurance	$122.42	$124.87	$127.37	$129.91	$132.51
Software Quality Assurance	$140.52	$143.33	$146.20	$149.12	$152.10
Software Quality Assurance	$166.45	$169.78	$173.17	$176.64	$180.17
Software Quality Assurance	$183.38	$187.04	$190.78	$194.60	$198.49
System Administrator I	$103.24	$105.30	$107.41	$109.55	$111.75
System Administrator II	$128.27	$130.84	$133.46	$136.13	$138.85
System Administrator III	$156.47	$159.60	$162.79	$166.05	$169.37
System Administrator IV	$171.19	$174.61	$178.11	$181.67	$185.30

System Administrator V	$187.16	$190.90	$194.72	$198.61	$202.59
Systems Analyst I	$95.75	$97.66	$99.62	$101.61	$103.64
Systems Analyst II	$124.16	$126.64	$129.18	$131.76	$134.39
Systems Analyst III	$154.44	$157.53	$160.68	$163.89	$167.17
Systems Analyst IV	$178.75	$182.33	$185.98	$189.69	$193.49
Systems Analyst V	$203.43	$207.50	$211.65	$215.88	$220.20
Systems Engineer I	$113.11	$115.37	$117.68	$120.03	$122.43
Systems Engineer II	$137.83	$140.59	$143.40	$146.27	$149.19
Systems Engineer III	$167.12	$170.47	$173.88	$177.35	$180.90
Systems Engineer IV	$193.85	$197.73	$201.69	$205.72	$209.83
Systems Engineer V	$224.16	$228.64	$233.22	$237.88	$242.64
Task Manager / Team Lead I	$90.45	$92.26	$94.11	$95.99	$97.91
Task Manager / Team Lead II	$105.95	$108.07	$110.23	$112.44	$114.69
Task Manager / Team Lead III	$117.58	$119.93	$122.33	$124.78	$127.28
Task Manager / Team Lead IV	$133.09	$135.75	$138.47	$141.24	$144.06
Task Manager / Team Lead V	$162.81	$166.07	$169.39	$172.78	$176.23
Technical Analyst I	$67.19	$68.54	$69.91	$71.30	$72.73
Technical Analyst II	$82.71	$84.37	$86.05	$87.77	$89.53
Technical Analyst III	$91.80	$93.64	$95.51	$97.42	$99.37
Technical Analyst IV	$107.26	$109.41	$111.60	$113.83	$116.10
Technical Analyst V	$132.43	$135.08	$137.78	$140.53	$143.34
Technical Editor I	$82.70	$84.36	$86.04	$87.76	$89.52
Technical Editor II	$105.52	$107.63	$109.79	$111.98	$114.22
Technical Editor III	$126.72	$129.26	$131.84	$134.48	$137.17
Technical Editor IV	$161.13	$164.36	$167.64	$170.99	$174.41
Technical Editor V	$210.78	$215.00	$219.30	$223.68	$228.16
Technical Engineer I	$113.10	$115.36	$117.67	$120.02	$122.42
Technical Engineer II	$138.29	$141.06	$143.88	$146.76	$149.69
Technical Engineer III	$172.06	$175.50	$179.01	$182.59	$186.24
Technical Engineer IV	$205.89	$210.01	$214.21	$218.50	$222.87
Technical Engineer V	$233.98	$238.66	$243.44	$248.30	$253.27
Technical Writer I	$90.36	$92.17	$94.01	$95.89	$97.81
Technical Writer II	$108.83	$111.00	$113.22	$115.49	$117.80
Technical Writer III	$132.57	$135.22	$137.92	$140.68	$143.49
Technical Writer IV	$161.72	$164.95	$168.25	$171.62	$175.05
Technical Writer V	$170.01	$173.41	$176.87	$180.41	$184.02
Technician I	$86.58	$88.31	$90.08	$91.88	$93.72
Technician II	$94.46	$96.35	$98.28	$100.24	$102.25
Technician III	$113.13	$115.39	$117.70	$120.05	$122.45
Technician IV	$131.04	$133.66	$136.33	$139.06	$141.84
Technician V	$168.72	$172.09	$175.53	$179.04	$182.62
User Experience Designer	$177.55	$181.10	$184.72	$188.42	$192.19
Web Applications Programmer I	$98.38	$100.35	$102.35	$104.40	$106.49
Web Applications Programmer II	$139.08	$141.87	$144.70	$147.60	$150.55
Web Applications Programmer III	$164.73	$168.02	$171.38	$174.81	$178.31
Web Applications Programmer IV	$182.81	$186.47	$190.20	$194.00	$197.88
Web Applications Programmer V	$198.28	$202.25	$206.29	$210.42	$214.63

Web Designer/Developer I	$94.58	$96.47	$98.40	$100.37	$102.37
Web Designer/Developer II	$111.08	$113.30	$115.57	$117.88	$120.24
Web Designer/Developer III	$136.40	$139.12	$141.91	$144.74	$147.64
Web Designer/Developer IV	$170.69	$174.10	$177.59	$181.14	$184.76
Web Designer/Developer V	$193.54	$197.41	$201.36	$205.39	$209.49

Service Contract Act: The Service Contract Act (SCA) 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 SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CRF 541.300), this contract still maintains the provisions and protections for SCA eligible labor categories. If and / or when the contractor adds SCA labor categories / employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCA matrix identifying the GSA labor category titles, the occupational code, SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.

Lynker Multiple Award Schedule Labor Category Descriptions

SIN 54151S Information Technology Services

Education/Experience Substitutions

Unless otherwise noted, For All Labor Categories Minimum Education Equivalents are:
- PhD = Master's degree + 3 years' experience relative to the specific position or 8 years' experience relative to the specific position.
- Masters = Bachelor's degree + 2 years' experience relative to the specific position or 6 years' experience relative to the specific position.
- Bachelors = 2 years of college + 2 years' experience relative to the specific position or 4 years' experience relevant to the specific position.
- Associate = 1 to 2 years of experience relative to the specific position.
- Professional and technical certification programs may be substituted for years of education, based on credit hour equivalents.

Labor Category	Labor Category Description
Subject Matter Expert	**Minimum Experience:** Ten (10) years of progressively responsible experience in software engineering, enterprise architecture, information assurance, enterprise infrastructure, business process reengineering, or systems analysis and design. A Subject Matter Expert has performed on several projects utilizing advanced processes, technologies, and practices. Additionally, a Subject Matter Expert has experience writing technical papers and giving presentations to technical and non-technical audiences. **Functional Responsibility:** A Subject Matter Expert is a thought leader in a significant technology or methodology. A Subject Matter Expert conducts research and development, and reports findings in white papers, technical articles, and oral presentations. A Subject Matter Expert participates in advisory boards and committees, industry standards and practices groups, and represents Lynker Technologies in professional associations such as IEEE, the Industry Advisory Council, or others. **Minimum Education:** Graduate degree in Engineering, Information Technology, Computer Science, Physical Science, or a related discipline, or a Bachelor of Science degree plus significant additional research and study in an advanced discipline. A PhD may be substituted for 4 years of experience.
Business Systems Architect	**Minimum Experience**: Four (4) years experience and at least two (2) years specialized project experience or formal training. **Functional Responsibility**: Provides expertise in the areas of system architecture, system design and systems management processes. Analyzes and recommends commercially available hardware capable of meeting systems requirements. The system architect maintains a deep understanding of architecture, techniques and management processes across a broad spectrum of systems, applications and requirements. **Minimum Education**: Bachelor's Degree in Engineering, Information Technology, Computer Science, Physical Science, or a related discipline. Six (6) years of general experience is considered equivalent to a Bachelor's degree.
Information Assurance Analyst	**Minimum Experience:** Six (6) years experience and at least four (4) years specialized project experience or formal training.

	Functional Responsibility: Analyzes and defines security requirements. Designs, develops, engineers and implements solutions to computer security requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products and ongoing programs in the computer security arena. Performs risk analyses that also includes risk assessment. **Minimum Education:** Bachelor's Degree in Engineering, Information Technology, Computer Science, Physical Science, or a related discipline. Six (6) years of general experience is considered equivalent to a Bachelor's Degree.
Information Assurance Architect	**Minimum Experience:** Ten (10) years experience and at least six (6) years specialized project experience or formal training. **Functional Responsibility:** Analyzes and defines security requirements. Designs, develops, engineers and implements solutions to computer security requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products and ongoing programs in the computer security arena. Performs risk analyses which also includes risk assessment. Provides supervision and direction to staff. **Minimum Education:** Bachelor's Degree in engineering, Information Technology, Computer Science, Physical Science, or a related discipline. Six (6) years of general experience is considered equivalent to a bachelor's degree.
Information Assurance Specialist 1	**Minimum Experience:** Three (3) years of total experience and at least six (6) months specialized project experience or formal training. **Functional Responsibility:** Formulates and assesses I/T security policy to include business impact. Prepares security plans for employing enterprise-wide security architecture to include the design of cryptographic solutions. Develops integrated security services management. Executes security awareness training. Assesses and audits network penetration testing anti virus planning assistance, risk analysis and incident response. Provides security-engineering support for application development (including system security certifications and project evaluations). This may include the development, design and implementation of firewalls, and evaluation, review and test of security code. Experience with several architectures and platforms in an integrated environment. Significant knowledge of the field and the ability to work independently on typical assignments. **Minimum Education:** Bachelor's Degree in engineering, Information Technology, Computer Science, Physical Science, or a related discipline. Six (6) years of general experience is considered equivalent to a bachelor's degree.
Information Assurance Specialist 2	**Minimum Experience:** Four (4) years of total experience and at least two (2) years specialized project experience or formal training. **Functional Responsibility:** Formulates and assesses I/T security policy to include business impact. Prepares security plans for employing enterprise-wide security architecture to include the design of cryptographic solutions. Develops integrated security services management. Executes security awareness training. Assesses and audits network penetration testing anti virus planning assistance, risk analysis and incident response. Provides security-engineering support for application development (including system security certifications and project evaluations). This may include the development, design and implementation of firewalls, and evaluation, review and test of security code. Experience with several architectures and platforms in an integrated environment. **Minimum Education:** Bachelor's Degree in Engineering, Information Technology, Computer Science, Physical Science, or a related discipline. Six (6) years of general experience is considered equivalent to a bachelor's degree.
Project Manager 1	**Minimum Experience:** Six (6) years of total experience with two (2) years project management experience or formal training. **Functional Responsibility:** This position is responsible for managing at the project/task level. Project Manager plans, coordinates and manages all aspects of complex information technology projects. Prepares and presents status on project schedules, project costs, project deliverables, project risks, and risk containment strategies. Experienced in advising senior executives on effective utilization of

	information technology systems and reengineering to meet business objectives. Project Manager has extensive experience with large systems modernization and business practice reengineering. **Minimum Education:** Bachelor's Degree in Engineering, Information Technology, Computer Science, Physical Science, or a related discipline. Six (6) years of general experience is considered equivalent to a bachelor's degree
Project Manager 2	**Minimum Experience:** Eight (8) years of total experience with at least four (4) years project management experience. **Functional Responsibility:** This position is responsible for managing at the project/task level. Project Manager plans, coordinates and manages all aspects of complex information technology projects. Prepares and presents status on project schedules, project costs, project deliverables, project risks, and risk containment strategies. Experienced in advising senior executives on effective utilization of information technology systems and reengineering to meet business objectives. Project Manager has extensive experience with large systems modernization and business practice reengineering. **Minimum Education:** Bachelor's Degree in Engineering, Information Technology, Computer Science, Physical Science, or a related discipline. Six (6) years of general experience is considered equivalent to a bachelor's degree.
Quality Assurance /Test & Evaluation Specialist 1	**Minimum Experience:** Three (3) years of total experience and at least six (6) months specialized project experience or formal training. **Functional Responsibility:** Provides technical and administrative support for personnel performing software development tasks, including the review of work products for correctness, adherence to design concepts and to user standards, review of program documentation to assure government standards/requirements are adhered, configuration management for all hardware and software, and for progress in accordance with schedules. Coordinates with the Program Manager and/or Quality Assurance/Configuration Manager to ensure problem resolution and user satisfaction. Makes recommendations, if needed, for approval of systems installations. Prepares milestone status reports and deliveries/ presentations on the system concept to colleagues, end user representatives. Performs software testing at all levels from module or unit testing through all levels of software integration testing. Writes software test plans in support of software design to ensure the integrity of test plans. Interfaces with the software development group throughout the software development process. Develops test data and predefines specific test acceptance criteria. Supports the software configuration management process and understands all software components and their interface requirements. Experience with several architectures and platforms in an integrated environment. Significant knowledge of the field and the ability to work independently on typical assignments. **Minimum Education:** Bachelor's Degree in Engineering, Information Technology, Computer Science, Physical Science, or a related discipline. Six (6) years of general experience is considered equivalent to a bachelor's degree.
Quality Assurance /Test & Evaluation Specialist 2	**Minimum Experience:** Seven (7) years experience with at least four (4) years specialized project experience. **Functional Responsibility**: Develops, implements, and maintains quality assurance/configuration management programs in support of a variety of software, hardware, and services. Establishes standards for life cycle, documentation, development methods, testing, and maintenance. Develops and defines major and minor characteristics of quality/configuration management (including metrics and scoring parameters) and determines requisite quality control/configuration management resources for an actual task order. Conducts or participates in formal and informal reviews at predetermined points throughout the system life cycle. Serves as liaison between Program Management and other functional groups to resolve issues regarding quality assurance/configuration management. Reviews and evaluates software products and services for adherence to government directives, standards, and guidelines. May provide daily supervision and direction to support staff. Performs software testing at all levels from module or unit testing through all levels of software

	integration testing. Writes software test plans in support of software design to ensure the integrity of test plans. Interfaces with the software development group throughout the software development process. Develops test data and predefines specific test acceptance criteria. Supports the software configuration management process and understands all software components and their interface requirements. Generally regarded as an expert in their particular discipline or technology. **Minimum Education:** Bachelor's Degree in Engineering, Information Technology, Computer Science, Physical Science, or a related discipline. Six (6) years of general experience is considered equivalent to a bachelor's degree.
Agile Coach	**Minimum Experience:** 4 years **Functional Responsibility:** Provides adaptive coaching and the ability to work hands-on with teams in an IT advisory role. Aids in implementing Agile techniques and the execution of Scrum in an environment where individuals are unfamiliar with the software development lifecycle . Demonstrates a strong ability for identifying IT waste and helping teams devise streamlined solutions. Constantly learning and capabilities in Agile, Proficient with drawing storyboards, creating wireframes, creating/grooming product backlogs, writing user stories and developing IT acceptance criteria. **Minimum Education**: Bachelor's Degree
Artificial Intelligence Engineer	**Minimum Experience:** 3 years **Functional Responsibility:** Develop operating software that can be used for robots, artificial intelligence programs or other artificial intelligence applications. Work closely with electrical engineers or robotics engineers and others in order to produce systems that utilize artificial intelligence. Capability to adapt or change operating environments based on adding data. Programming systems to look for or seek out specific conditions and respond based on those factors. Clarify their objectives to others in their team and may be responsible for supervising other programmers as part of their duties. **Minimum Education**: Bachelor's degree
Business Analyst I	**Minimum Experience:** 0 years **Functional Responsibility:** Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and assists in the creation of system specifications that drive system development and implementation. Can function as a liaison between IT and users and have both business and technical expertise. Reports to a manager. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Works on projects/matters of limited complexity in a support role. **Minimum Education**: Bachelor's degree
Business Analyst II	**Minimum Experience:** 2 years. **Functional Responsibility:** Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and creates system specifications that drive system development and implementation. Can function as a liaison between IT and users and have both business and technical expertise. Performs a variety of tasks. Works under general supervision; Reports to a project leader or manager. A certain degree of creativity and latitude is required **Minimum Education**: Bachelor's degree
Business Analyst III	**Minimum Experience:** 4 years. **Functional Responsibility:** Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and creates system specifications that drive system development and implementation. Can function as a liaison between IT and users and have both business and technical expertise. Performs a variety of complicated tasks. **Minimum Education**: Bachelor's Degree
Business Analyst IV	**Minimum Experience:** 6 years

	Functional Responsibility: Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and creates system specifications that drive system development and implementation. May supervise and guide lower-level business systems analysis staff. Incumbents function as a liaison between IT and users and have both business and technical expertise. Performs a variety of complicated tasks. May lead and direct the work of others **Minimum Education**: Bachelor's Degree
Business Analyst V	**Minimum Experience:** 8 years **Functional Responsibility:** Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and creates system specifications that drive system development and implementation. May supervise and guide lower-level business systems analysts. Can function as a liaison between IT and users and have both business and technical expertise. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. **Minimum Education**: Bachelor's Degree
Chief Security Officer	**Minimum Experience:** 8 years **Functional Responsibility** Responsible for determining enterprise information security policy and strategy. Oversees the development, implementation, and enforcement of information security standards and procedures. Ensures that all information systems are functional correctly regarding secure policy. In charge of IT risk evaluations, audits, and security incident investigation. Reports to top management. Manages a departmental function within a broader corporate function. Develops major goals to support broad functional objectives. Approves policies developed within various sub-functions and departments. Comprehensive knowledge of the overall departmental function.: **Minimum Education**: Bachelor's Degree
Chief Technology Engineer	**Minimum Experience:** 10 years **Functional Responsibility:** Establishes and directs the strategic long-term goals, policies and procedures an engineering department. Determines an organization's long-term systems needs and any hardware acquisitions needed to accomplish the organization's business objectives. Gives technical guidance on high priority projects and orients the company to trends in the information technology industry. Develops ideas for new products or product enhancements and oversees the creation and improvement of products. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Reports to CEO or top management. **Minimum Education**: Bachelor's Degree
Cloud Systems Architect	**Minimum Experience:** 4 years **Functional Responsibility:** Designs and implements enterprise infrastructure and platforms required for cloud computing. Analyzes system requirements and ensures that systems will be securely integrated with current applications. Requires a bachelor's degree in area of specialty. Has a deep understanding of system development in cloud environments, including Software as Service (SaaS), Platform as Service (PaaS), or Infrastructure as a Service (IaaS). Reports to a manager or head of a unit/department. Work is generally independent and collaborative in nature. **Minimum Education**: Bachelor's Degree
Configuration Management Specialist I	**Minimum Experience:** 0 years **Functional Responsibility:** Assists with analyses of changes of product design to determine the effect on the end product design and function and determines and prepares documentation necessary for change. Coordinates with customers and manufacturers to determine a process for change reporting. Reviews released engineering change data and changes documenting activities to ensure adherence to configuration management procedures and policies. Has knowledge of

	commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance. **Minimum Education**: Bachelor's Degree
Configuration Management Specialist II	**Minimum Experience:** 2 years **Functional Responsibility:** Assists with analyses of changes of product design to determine the effect on the end product design and function and determines and prepares documentation necessary for change. Coordinates with customers and manufacturers to determine a process for change reporting. Reviews released engineering change data and changes documenting activities to ensure adherence to configuration management procedures and policies. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision. **Minimum Education**: Bachelor's Degree
Configuration Management Specialist III	**Minimum Experience:** 4 years **Functional Responsibility:** Analyzes changes of product design to determine the effect on the end product design and function and determines and prepares documentation necessary for change. Coordinates with customers and manufacturers to determine a process for change reporting. Reviews released engineering change data and changes documenting activities to ensure adherence to configuration management procedures and policies. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Works under general supervision. Reports to a manager or head of a unit/department. **Minimum Education**: Bachelor's Degree
Configuration Management Specialist IV	**Minimum Experience:** 6 years **Functional Responsibility:** Analyzes changes of product design to determine the effect on the end product design and function and determines and prepares documentation necessary for change. Coordinates with customers and manufacturers to determine a process for change reporting. Reviews released engineering change data and changes documenting activities to ensure adherence to configuration management procedures and policies. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. May direct and lead others. Works under general supervision **Minimum Education**: Bachelor's Degree
Configuration Management Specialist V	**Minimum Experience:** 10 years **Functional Responsibility:** Analyzes changes of product design to determine the effect on the end product design and function and determines and prepares documentation necessary for change. Coordinates with customers and manufacturers to determine a process for change reporting. Reviews released engineering change data and changes documenting activities to ensure adherence to configuration management procedures and policies. Reports to a supervisor or manager. Works on advanced, complex technical projects or business issues requiring state of the art technical or industry knowledge. Works autonomously. Goals are generally communicated in "solution" or project goal terms. May provide a leadership role for the work group through knowledge in the area of specialization. **Minimum Education**: Bachelor's Degree
Data Architect I	**Minimum Experience:** 0 years **Functional Responsibility:** Designs and builds relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition and access, and data archiving and recovery. Builds data models and defines the structure, attributes and nomenclature of data elements. May evaluate new data sources for adherence to the organization's quality standards and ease of

	integration. Reports to a supervisor or manager. Works on projects/matters of limited complexity in a support role. Work is closely managed. **Minimum Education**: Bachelor's Degree
Data Architect II	**Minimum Experience:** 2 years **Functional Responsibility:** Designs and builds relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition and access, and data archiving and recovery. Builds data models and defines the structure, attributes and nomenclature of data elements. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. Reports to a supervisor or manager. Gaining exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work. **Minimum Education**: Bachelor's Degree
Data Architect III	**Minimum Experience:** 4 years **Functional Responsibility:** Designs and builds relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition and access, and data archiving and recovery. Builds data models and defines the structure, attributes and nomenclature of data elements. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. Reports to a supervisor or manager. Contributes to moderately complex aspects of a project. Work is generally independent and collaborative in nature. **Minimum Education**: Bachelor's Degree
Data Architect IV	**Minimum Experience:** 7 years **Functional Responsibility:** Designs and builds relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition and access, and data archiving and recovery. Builds data models and defines the structure, attributes and nomenclature of data elements. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. Reports to a manager or head of a unit/department. A specialist on complex technical and business matters. Work is highly independent. May assume a team lead role for the work group. **Minimum Education**: Bachelor's Degree
Data Architect V	**Minimum Experience:** 10 years **Functional Responsibility:** Designs and builds relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition and access, and data archiving and recovery. Builds data models and defines the structure, attributes and nomenclature of data elements. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. Reports to a manager or head of a unit/department. Works on advanced, complex technical projects or business issues requiring state of the art technical or industry knowledge. Works autonomously. Goals are generally communicated in solution or project goal terms. May provide a leadership role for the work group through knowledge in the area of specialization. **Minimum Education**: Bachelor's Degree
Data Scientist	**Minimum Experience:** 10 year **Functional Responsibility:** Identifies business trends and problems through complex big data analysis. Interprets results from multiple sources using a variety of techniques, ranging from simple data aggregation via statistical analysis to complex data mining independently. Designs, develops and implements the most valuable business solutions for the organization. Prepares big data, implements data models and develops database to support the business solutions. Requires an advanced degree. Reports to a manager or head of a unit/department. Works autonomously. Goals are generally communicated in solution or project goal terms. May provide a leadership role for the work group through knowledge in the area of specialization. Works on advanced, complex technical projects or business issues requiring state of the art technical or industry knowledge. Requires 10+ years of related experience. **Minimum Education**: Master's Degree

Data Technician I	**Minimum Experience:** 0 years **Functional Responsibility:** Collects, reviews, and inputs data into a computer processing system; audits output data. May be expected to code data and input data for computer processing. Identifies and resolves production related errors. Maintains and revises procedural lists, control records and coding schemes to process source data. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not require exercising independent judgment. Reports to a supervisor **Minimum Education**: High School Diploma
Data Technician II	**Minimum Experience:** 2 years **Functional Responsibility:** Collects, reviews, and inputs data into a computer processing system; audits output data. May be expected to code data and input data for computer processing. Identifies and resolves production related errors. Maintains and revises procedural lists, control records and coding schemes to process source data. Must be familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Reports to a supervisor or manager. A wide degree of creativity and latitude is expected. May be required to complete an apprenticeship and/or formal training in area of specialty. **Minimum Education**: High School Diploma
Data Technician III	**Minimum Experience:** 4 years **Functional Responsibility:** Collects, reviews, and inputs data into a computer processing system; audits output data. May be expected to code data and input data for computer processing. Identifies and resolves production related errors. Maintains and revises procedural lists, control records and coding schemes to process source data. Must be familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Reports to a supervisor or manager. A wide degree of creativity and latitude is expected. May be required to complete an apprenticeship and/or formal training in area of specialty. **Minimum Education**: High School Diploma
Data Technician IV	**Minimum Experience:** 6 years **Functional Responsibility:** Collects, reviews, and inputs data into a computer processing system; audits output data. May be expected to code data and input data for computer processing. Identifies and resolves production related errors. Maintains and revises procedural lists, control records and coding schemes to process source data. Must be familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Reports to a supervisor or manager. A wide degree of creativity and latitude is expected. May lead and direct others. May be required to complete an apprenticeship and/or formal training in area of specialty **Minimum Education**: High School Diploma
Data Technician V	**Minimum Experience:** 8 years **Functional Responsibility:** Collects, reviews, and inputs data into a computer processing system; audits output data. May be expected to code data and input data for computer processing. Identifies and resolves production related errors. Maintains and revises procedural lists, control records and coding schemes to process source data. Must be familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Reports to a supervisor or manager. A wide degree of creativity and latitude is expected. Will likely lead and direct others. May be required to complete an apprenticeship and/or formal training in area of specialty. **Minimum Education**: High School Diploma
Database Administrator I	**Minimum Experience:** 0 years

	Functional Responsibility: Assists with planning and coordinated administration of one or more large, centralized databases. Reviews database design and integration of host systems and makes recommendations for enhancements and improvements. Ensures accurate, appropriated, and effective use of data, including database structure, documentation, and operational guidelines. Performs audits to ensure accuracy and proper use of data in tables, applications, and supporting dictionaries. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance. **Minimum Education**: Bachelor's Degree
Database Administrator II	**Minimum Experience:** 2 years **Functional Responsibility:** Reviews, evaluates, designs, implements and maintains company database[s]. Identifies data sources, constructs data decomposition diagrams, provides data flow diagrams and documents the process. Writes codes for database access, modifications, and constructions including stored procedures. Develops and formulates standards, procedures, and conventions for database use. Works with technical/programming staff to ensure database security. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Reports to a project leader or manager. A wide degree of creativity and latitude is expected. **Minimum Education**: Bachelor's Degree
Database Administrator III	**Minimum Experience:** 4 years **Functional Responsibility:** Reviews, evaluates, designs, implements and maintains company database[s]. Identifies data sources, constructs data decomposition diagrams, provides data flow diagrams and documents the process. Writes codes for database access, modifications, and constructions including stored procedures. Develops and formulates standards, procedures, and conventions for database use. Works with technical/programming staff to ensure database security. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Reports to a project leader or manager. A wide degree of creativity and latitude is expected. **Minimum Education**: Bachelor's Degree
Database Administrator IV	**Minimum Experience:** 7 years **Functional Responsibility:** Designs, manages and maintains the company database of high complexity. Evaluates and optimizes database configuration and access. Resolves database performance and capacity issues. Performs database recovery and back-up. Advises users on access to multiple databases and helps solving data confliction and inappropriate usage. Reports to manager or head of a unit/department. A specialist on complex technical and business matters. Work is highly independent. May assume a team lead role for the work group. **Minimum Education**: Bachelor's Degree
Database Administrator V	**Minimum Experience:** 8 years **Functional Responsibility:** Reviews, evaluates, designs, implements and maintains company database[s]. Identifies data sources, constructs data decomposition diagrams, provides data flow diagrams and documents the process. Writes codes for database access, modifications, and constructions including stored procedures. Develops and formulates standards, procedures, and conventions for database use. Works with technical/programming staff to ensure database security. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Very likely directs and leads others. Works under general supervision. Reports to a manager or head of a unit/department. **Minimum Education**: Bachelor's Degree

Database Engineer I	**Minimum Experience:** 0 years **Functional Responsibility:** Assists to design and build relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance. **Minimum Education**: Bachelor's Degree
Database Engineer II	**Minimum Experience:** 2 years **Functional Responsibility:** Assists to design and build relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision **Minimum Education**: Bachelor's Degree
Database Engineer III	**Minimum Experience:** 4 years **Functional Responsibility:** Designs and builds relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Reports to a project leader or manager. A wide degree of creativity and latitude is expected **Minimum Education**: Bachelor's Degree
Database Engineer IV	**Minimum Experience:** 6 years **Functional Responsibility:** Designs and builds relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Reports to a project leader or manager. A wide degree of creativity and latitude is expected. **Minimum Education**: Bachelor's Degree
Database Engineer V	**Minimum Experience:** 8 years **Functional Responsibility:** Designs and builds relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. May provide consultation on complex projects and is considered to be the top level contributor/specialist. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Very likely directs and leads others. Works under general supervision. Reports to a manager or head of a unit/department. **Minimum Education**: Bachelor's Degree
DevOps Engineer	**Minimum Experience:** 3 years **Functional Responsibility:** Deploys and configures services using infrastructure as a service provider (e.g., Amazon Web Services, Microsoft Azure, Google Compute Engine, RackSpace/OpenStack). Configures and manages Linux-based

	servers. Debug clusterbased computing architectures. Using scripting or basic programming skills to solve problems. Installation and management of open source monitoring tools. Configuration management tools(e.g., Puppet, Chef, Ansible, Salt). Architecture for continuous integration and deployment, and continuous monitoring. Containerization technologies (e.g., LXC, Docker, Rocket). **Minimum Education**: Bachelor's Degree
Enterprise Architect I	**Minimum Experience:** 0 years **Functional Responsibility:** Assists with designing architecture for an organization on an enterprise level. Helps defines system and application architecture and provides vision, problem anticipation, and problem solving ability to organization. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance. **Minimum Education**: Bachelor's Degree
Enterprise Architect II	**Minimum Experience:** 2 years **Functional Responsibility:** Assists with designing architecture for an organization on an enterprise level. Helps defines system and application architecture and provides vision, problem anticipation, and problem solving ability to organization. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision **Minimum Education**: Bachelor's Degree
Enterprise Architect III	**Minimum Experience:** 4 years **Functional Responsibility:** Responsible for designing architecture for an organization on an enterprise level. Defines system and application architecture and provides vision, problem anticipation, and problem solving ability to organization. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Reports to a project leader or manager. A wide degree of creativity and latitude is expected. **Minimum Education**: Bachelor's Degree
Enterprise Architect IV	**Minimum Experience:** 6 years **Functional Responsibility:** Responsible for designing architecture for an organization on an enterprise level. Defines system and application architecture and provides vision, problem anticipation, and problem solving ability to organization. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Reports to a project leader or manager. A wide degree of creativity and latitude is expected. **Minimum Education**: Bachelor's Degree
Enterprise Architect V	**Minimum Experience:** 8 years **Functional Responsibility:** Responsible for designing architecture for an organization on an enterprise level. Defines system and application architecture and provides vision, problem anticipation, and problem solving ability to organization. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Recognized as technical leader and resource. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals. Works under general supervision. Performs a variety of tasks. Will very likely direct and lead the work of others. Reports to a manager or head of a unit/department. **Minimum Education**: Bachelor's Degree

GIS Analyst I	**Minimum Experience:** 0 years **Functional Responsibility:** Utilizes Geographic Information System techniques to provide a better understanding of certain variables in a given geographic location. Extracts data from GIS software and uses varying analysis methods to arrive at results. Recommends appropriate reactionary strategies in response to GIS analysis. Provides maps and data sets to clients to supplement analysis. Knowledgeable of GIS software and technology. Works in conjunction with CADD drafters and technicians. Reports to a supervisor or manager. Works on projects/matters of limited complexity in a support role. Work is closely managed. **Minimum Education**: Bachelor's Degree
GIS Analyst II	**Minimum Experience:** 2 years **Functional Responsibility:** Utilizes Geographic Information System techniques to provide a better understanding of certain variables in a given geographic location. Extracts data from GIS software and uses varying analysis methods to arrive at results. Recommends appropriate reactionary strategies in response to GIS analysis. Provides maps and data sets to clients to supplement analysis. Knowledgeable of GIS software and technology. Works in conjunction with CADD drafters and technicians. Reports to a supervisor or manager. Gaining exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work. **Minimum Education**: Bachelor's Degree
GIS Analyst III	**Minimum Experience:** 4 years **Functional Responsibility:** Utilizes Geographic Information System techniques to provide a better understanding of certain variables in a given geographic location. Extracts data from GIS software and uses varying analysis methods to arrive at results. Recommends appropriate reactionary strategies in response to GIS analysis. Provides maps and data sets to clients to supplement analysis. Knowledgeable of GIS software and technology. Works in conjunction with CADD drafters and technicians. Reports to a supervisor or manager. Contributes to moderately complex aspects of a project. Work is generally independent and collaborative in nature. **Minimum Education**: Bachelor's Degree
GIS Analyst IV	**Minimum Experience:** 6 years **Functional Responsibility:** Utilizes Geographic Information System techniques to provide a better understanding of certain variables in a given geographic location. Extracts data from GIS software and uses varying analysis methods to arrive at results. Recommends appropriate reactionary strategies in response to GIS analysis. Provides maps and data sets to clients to supplement analysis. Knowledgeable of GIS software and technology. Works in conjunction with CADD drafters and technicians. Reports to a manager or head of a unit/department.. A specialist on complex technical and business matters. Work is highly independent. May assume a team lead role for the work group. **Minimum Education**: Bachelor's Degree
GIS Analyst V	**Minimum Experience:** 8 years **Functional Responsibility:** Utilizes Geographic Information System techniques to provide a better understanding of certain variables in a given geographic location. Extracts data from GIS software and uses varying analysis methods to arrive at results. Recommends appropriate reactionary strategies in response to GIS analysis. Provides maps and data sets to clients to supplement analysis. Knowledgeable of GIS software and technology. Works in conjunction with CADD drafters and technicians. Reports to a manager or a head of a unit/department. Works on advanced, complex technical projects or business issues requiring state of the art technical or industry knowledge. Works autonomously. Goals are generally communicated in "solution" or project goal terms. May provide a leadership role for the work group through knowledge in the area of specialization. **Minimum Education**: Bachelor's Degree
Help Desk Specialist I	**Minimum Experience:** 0 years

	Functional Responsibility: Provides support to end users on a variety of issues. Identifies, researches, and resolves technical problems. Responds to telephone calls, email and personnel requests for technical support. Documents, tracks and monitors the problem to ensure a timely resolution. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not require exercising independent judgment. Reports to a supervisor. **Minimum Education**: Associates Degree
Help Desk Specialist II	**Minimum Experience:** 2 years **Functional Responsibility:** Provides support to end users on a variety of issues. Identifies, researches, and resolves technical problems. Responds to telephone calls, email and personnel requests for technical support. Documents, tracks and monitors the problem to ensure a timely resolution. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision. **Minimum Education**: Associates Degree
Help Desk Specialist III	**Minimum Experience:** 4 years **Functional Responsibility:** Provides technical support to system users and customer support staff. Evaluates user needs, defines technical problems, and works with engineering/development staff to determine solutions. Assists customer in implementing solutions. Performs ongoing activities to maintain and enhance overall system performance. Reports to a project lead or manager. Contributes to moderately complex aspects of a project. Work is generally independent and collaborative in nature. **Minimum Education**: Bachelor's Degree
Help Desk Specialist IV	**Minimum Experience:** 6 years **Functional Responsibility:** Helps supervise the day-to-day operations of the help desk. Identifies, researches, and resolves complex technical problems. Creates and manages escalation procedures and ensures service levels are maintained. Documents, tracks, and monitors problems to ensure resolution in a timely manner. A level I supervisor is considered a working supervisor with little authority for personnel actions. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Reports to a project leader or manager. A wide degree of creativity and latitude is expected **Minimum Education**: Bachelor's Degree
Help Desk Specialist V	**Minimum Experience:** 8 years **Functional Responsibility:** Supervises the day-to-day operations of the help desk. Identifies, researches, and resolves complex technical problems. Creates and manages escalation procedures and ensures service levels are maintained. Documents, tracks, and monitors problems to ensure resolution in a timely manner. A level II supervisor has authority for personnel actions and oversees most day-t- day operations of group. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Reports to a manager or head of a unit/department. **Minimum Education**: Bachelor's Degree
Helpdesk Manager	**Minimum Experience:** 5 years **Functional Responsibility:** Manages a team of support personnel who troubleshoot and resolve IT issues. Ensure the help desk staff uses the required tools and software to identify, document, track and resolve reported problems. Plan, prioritize and schedule help desk activities to ensure maximum issue resolutions in minimum time. Develop and train help desk staff. Analyze help desk activities and develop tools and process improvements to optimize service and staff performance. May maintain help desk software and make recommendations for new systems. Reports to Unit or department head. Manages subordinate staff in

	the day-to-day performance of their jobs. Ensures that project/department milestones/goals are met and adhering to approved budgets. Has full authority for personnel actions. Extensive knowledge of department processes. **Minimum Education**: Bachelor's Degree
IT Project Manager I	**Minimum Experience:** 2 years **Functional Responsibility:** Under general supervision, is responsible for assisting with all aspects of field and/or task-level project performance (i.e., technical, contractual, administrative, financial). Supervises personnel involved in all aspects of project activity, organizes and assigns responsibilities to subordinates, oversees the successful completion of all assigned tasks, and maintains customer contacts to ensure conformity to all contractual obligations. Exercises independent judgment, as well as a high-level of analytical skill, in solving non-routine technical, administrative, and managerial problems. **Minimum Education**: Bachelor's Degree
IT Project Manager II	**Minimum Experience:** 4 years **Functional Responsibility:** Under general supervision, is responsible for all aspects of field and/or task-level project performance (i.e., technical, contractual, administrative, financial). Supervises personnel involved in all aspects of project activity, organizes and assigns responsibilities to subordinates, oversees the successful completion of all assigned tasks, and maintains customer contacts to ensure conformity to all contractual obligations. Exercises independent judgment, as well as a high-level of analytical skill, in solving non-routine technical, administrative, and managerial problems. **Minimum Education**: Bachelor's Degree
IT Project Manager III	**Minimum Experience:** 6 years **Functional Responsibility:** Responsible for all aspects of field and/or task-level project performance (i.e., technical, contractual, administrative, financial). May work on multiple projects simultaneously. Supervises personnel involved in all aspects of project activity, organizes and assigns responsibilities to subordinates, oversees the successful completion of all assigned tasks, and maintains customer contacts to ensure conformity to all contractual obligations. Exercises independent judgment, as well as a high-level of analytical skill, in solving non-routine technical, administrative, and managerial problems. **Minimum Education**: Bachelor's Degree
IT Project Manager IV	**Minimum Experience:** 8 years **Functional Responsibility:** Responsible for all aspects of field and/or task-level project performance (i.e., technical, contractual, administrative, financial). Will probably work on multiple projects simultaneously. Supervises personnel involved in all aspects of project activity, organizes and assigns responsibilities to subordinates, oversees the successful completion of all assigned tasks, and maintains customer contacts to ensure conformity to all contractual obligations. Exercises independent judgment, as well as a high-level of analytical skill, in solving non-routine technical, administrative, and managerial problems. **Minimum Education**: Bachelor's Degree
IT Project Manager V	**Minimum Experience:** 10 years **Functional Responsibility:** Responsible for all aspects of field and/or task-level project performance (i.e., technical, contractual, administrative, financial). Will work on multiple projects simultaniously. Supervises personnel involved in all aspects of project activity, organizes and assigns responsibilities to subordinates, oversees the successful completion of all assigned tasks, and maintains customer contacts to ensure conformity to all contractual obligations. Exercises independent judgment, as well as a high-level of analytical skill, in solving non-routine technical, administrative, and managerial problems. **Minimum Education**: Bachelor's Degree
IT Specialist I	**Minimum Experience:** 2 years **Functional Responsibility:** Conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of

	specialization. Requires knowledge in fields defined as information technology, computer programming, computer security, computer systems analysis, database management, information systems, Internet applications and development, software development, and related fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. **Minimum Education**: Bachelor's Degree
IT Specialist II	**Minimum Experience:** 4 years **Functional Responsibility:** Conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as information technology, computer programming, computer security, computer systems analysis, database management, information systems, Internet applications and development, software development, and related fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. **Minimum Education**: Bachelor's Degree
IT Specialist III	**Minimum Experience:** 6 years **Functional Responsibility:** Conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as information technology, computer programming, computer security, computer systems analysis, database management, information systems, Internet applications and development, software development, and related fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. **Minimum Education**: Bachelor's Degree
IT Specialist IV	**Minimum Experience:** 8 years **Functional Responsibility:** Consults with client or department heads to define need or problem, conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as information technology, computer programming, computer security, computer systems analysis, database management, information systems, Internet applications and development, software development, and related fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. **Minimum Education**: Bachelor's Degree
IT Specialist V	**Minimum Experience:** 10 years **Functional Responsibility:** Consults with client or department heads to define need or problem, conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as information technology, computer programming, computer security, computer systems analysis, database management, information systems, Internet applications and development, software development, and related fields. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. **Minimum Education**: Bachelor's Degree
IT Training Specialist I	**Minimum Experience:** 0 years **Functional Responsibility:** Delivers training programs and workshops to employees, clients and managers. Monitors the effectiveness of training on employees using individual or group performance results. Collects feedback on sessions from attendees to use for future improvements to content and presentation. Contributes to new training program design and existing program

	enhancements. Assists in the development and creation of lesson plans and training aids. May specialize in a particular subject, training program, or function of the company. Reports to a manager. Works on projects/matters of limited complexity in a support role. Work is closely managed. **Minimum Education**: Bachelor's Degree
IT Training Specialist II	**Minimum Experience:** 2 years **Functional Responsibility:** Delivers training programs and workshops to employees, clients, and managers. Monitors the effectiveness of training on employees using individual or group performance results. Collects feedback on sessions from attendees to use for future improvements to content and presentation. Contributes to new training program design and existing program enhancements. Develops and creates lesson plans and training aids. May specialize in a particular subject, training program, or function. Reports to a manager. Gaining exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work. **Minimum Education**: Bachelor's Degree
IT Training Specialist III	**Minimum Experience:** 4 years **Functional Responsibility:** Delivers training programs and workshops to employees, clients, and managers. Monitors the effectiveness of training on employees using individual or group performance results. Collects feedback on sessions from attendees to use for future improvements to content and presentation. Develops new training program design and existing program enhancements including lesson plans and training aids. May specialize in a particular subject, training program, or function. Reports to a supervisor or manager. Contributes to moderately complex aspects of a project. Work is generally independent and collaborative in nature. **Minimum Education:** Bachelor's Degree
IT Training Specialist IV	**Minimum Experience:** 6 years **Functional Responsibility:** Delivers training programs and workshops to employees, clients and managers. Monitors the effectiveness of training on employees using individual or group performance results. Collects feedback on sessions from attendees to use for future improvements to content and presentation. Develops new training program design and existing program enhancements including lesson plans and training aids. May specialize in a particular subject, training program, or function. Reports to a supervisor or manager. A specialist on complex technical and business matters. Work is highly independent. May assume a team lead role for the work group. **Minimum Education:** Bachelor's Degree
IT Training Specialist V	**Minimum Experience:** 8 years **Functional Responsibility:** Leads design and delivery of technical training programs. Determines training objectives by conducting analysis of overall needs and specific skill or knowledge gaps. Manages the development of training programs and materials including outlines, text, handouts, hands on exercises and training evaluations. Establishes processes to monitor results of training participants and collect feedback on training instructors to determine effectiveness and identify areas for improvement. Assess and manage any contractors utilized to deliver specialized training. May manage IT, product, or equipment training depending on the industry and setting. Reports to an executive or head of a unit/department. Manages through subordinate managers and professionals in larger groups of moderate complexity. Provides input to strategic decisions that affect the functional area of responsibility. May give input into developing the budget. **Minimum Education**: Bachelor's Degree
Network Administrator II	**Minimum Experience:** 2 years **Functional Responsibility:** Assists with the daily administration of a network/server environment. Monitors network performance and performs testing to provide diagnosis of issues and to assist with deployment of solutions. Installs upgrades, patches, and new applications and equipment. Supports and enforces a disaster recovery, security and backup and restore plan. Reports to supervisor or

	manager. Gaining exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work. **Minimum Education**: Bachelor's Degree
Network Administrator III	**Minimum Experience:** 4 years **Functional Responsibility:** Responsible for daily administration of a network/server environment. Installs, configures, and maintains system software. Monitors network performance, troubleshoots issues and deploys solutions. Plans and implements upgrades, patches, and installation of new applications and equipment. Creates and maintains a disaster recovery, security and back up and restore plan. May assist with evaluating new technologies to optimize network efficiency and performance. Reports to manager or head of a unit/department. Contributes to moderately complex aspects of a project. Work is generally independent and collaborative in nature. **Minimum Education**: Bachelor's Degree
Network Administrator IV	**Minimum Experience:** 7 years **Functional Responsibility:** Responsible for daily administration of a network/server environment. Installs, configures and maintains system software. Monitors network performance, troubleshoots more complex issues and deploys solutions. Plans and implements upgrades, patches, and installation of new applications and equipment. Creates and maintains a disaster recovery, security and backup and restore plan and policy. May conduct evaluation of new technologies to optimize network efficiency and performance. Reports to manager or head of a unit/department. May require Network Administration certification. A specialist on complex technical and business matters. Work is highly independent. May assume a team lead role for the work group. **Minimum Education**: Bachelor's Degree
Network Administrator V	**Minimum Experience:** 10 years **Functional Responsibility:** Responsible for daily administration of a network/server environment. Installs, configures, and maintains system software. Monitors network performance, troubleshoots more complex issues and deploys solutions. Plans and implements upgrades, patches, and installation of new applications and equipment. Creates and maintains a disaster recovery, security and backup and restore plan and policy. May lead the evaluation of new technologies and perform analysis/feasibility studies to guide decisions on the best way to optimize network efficiency and performance. Reports to manager or head of a unit/department. Works on advanced, complex technical projects or business issues requiring state of the art technical or industry knowledge. Works autonomously. Goals are generally communicated in solution or project goal terms. May provide a leadership role for the work group through knowledge in the area of specialization. **Minimum Education**: Bachelor's Degree
Network Engineer I	**Minimum Experience:** 0 years **Functional Responsibility:** Provides technical support in the installation and maintenance of employer's or customer's Local Area Network (LAN). Assists in the evaluation of hardware and software, including peripheral, output, and telecommunications equipment. Installs network hardware and software, including network operating systems. Monitors data communications to ensure that network is available to all users. Troubleshoots and resolves routine problems. Generally responsible for maintaining a simple network of 25 or fewer nodes, or for a section of a larger network. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance. **Minimum Education**: Bachelor's Degree
Network Engineer II	**Minimum Experience:** 2 years **Functional Responsibility:** Install, maintains, and coordinates the use of employer's or customer's Local Area or Wide Area Network (LANWAN). Evaluates hardware and software, including peripheral, output, and telecommunications equipment. Enforces security procedures, installs network

	software, and manages network performance. Troubleshoots and resolves complex problems. Implements and coordinated network policies, procedures, and standards. Trains users. Generally responsible for maintaining moderately complex networks of 25 to 100 nodes. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision. **Minimum Education**: Bachelor's Degree
Network Engineer III	**Minimum Experience:** 4 years **Functional Responsibility:** Installs and maintains complex networks that link numerous computing platforms, operating systems, and network topologies across widely dispersed geographic areas. Evaluates hardware and software suitable for large, complex networks. Tests and implements interface programs. Develops security procedures. Manages network performance. Troubleshoots and resolves complex problems to ensure minimal disruption of mission-critical applications. Maintains fault-tolerant systems and manages systems backups. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Reports to a project leader or manager. A wide degree of creativity and latitude is expected. **Minimum Education**: Bachelor's Degree
Network Engineer IV	**Minimum Experience:** 6 years **Functional Responsibility:** Installs and maintains complex networks that link numerous computing platforms, operating systems, and network topologies across widely dispersed geographic areas. Evaluates hardware and software suitable for large, complex networks. Tests and implements interface programs. Develops security procedures. Manages network performance. Troubleshoots and resolves complex problems to ensure minimal disruption of mission-critical applications. Maintains fault-tolerant systems and manages systems backups. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Reports to a project leader or manager. A wide degree of creativity and latitude is expected. **Minimum Education**: Bachelor's Degree
Network Engineer V	**Minimum Experience:** 8 years **Functional Responsibility:** Installs and maintains complex networks that link numerous computing platforms, operating systems, and network topologies across widely dispersed geographic areas. Evaluates hardware and software suitable for large, complex networks. Tests and implements interface programs. Develops security procedures. Manages network performance. Troubleshoots and resolves complex problems to ensure minimal disruption of mission-critical applications. Maintains fault-tolerant systems and manages systems backups. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Very likely directs and leads others. Works under general supervision. Reports to a manager or head of a unit/department. **Minimum Education**: Bachelor's Degree
Program Manager I	**Minimum Experience:** 4 years **Functional Responsibility:** Works under very broad supervision in providing management and technical direction to program personnel. Will regularly exercise independent judgment, as well as a high-level of analytical skill in solving complex technical, administrative and managerial problems. Will be responsible for all aspects of program performance. The individual will: (1) Be responsible for all aspects of program performance (i.e., technical, contractual, administrative, financial); (2) Manage all aspects of program activity; (3) Provide technical and financial reports in order to show progress to Corporate management and customers; (4) Maintain customer contacts to ensure conformity to all contractual obligations; (5) Assume the initiative and provide support to Corporate management in identifying future requirements; (6) Develop, maintain, and

	implement a Program Management Plan that guides the performance of all functional activities performed on the Program. **Minimum Education**: Bachelor's Degree
Program Manager II	**Minimum Experience:** 6 years **Functional Responsibility:** Works under very broad supervision in providing management and technical direction to program personnel. Will regularly exercise independent judgment, as well as a high-level of analytical skill in solving complex technical, administrative and managerial problems. Will be responsible for all aspects of program performance. The individual will: (1) Be responsible for all aspects of program performance (i.e., technical, contractual, administrative, financial); (2) Manage all aspects of program activity; (3) Provide technical and financial reports in order to show progress to Corporate management and customers; (4) Maintain customer contacts to ensure conformity to all contractual obligations; (5) Assume the initiative and provide support to Corporate management in identifying future requirements; (6) Develop, maintain, and implement a Program Management Plan that guides the performance of all functional activities performed on the Program. **Minimum Education**: Bachelor's Degree
Program Manager III	**Minimum Experience:** 8 years **Functional Responsibility:** Works under very broad supervision in providing management and technical direction to program personnel. Will regularly exercise independent judgment, as well as a high-level of analytical skill in solving complex technical, administrative and managerial problems. Will be responsible for all aspects of program performance. The individual will: (1) Be responsible for all aspects of program performance (i.e., technical, contractual, administrative, financial); (2) Manage all aspects of program activity; (3) Provide technical and financial reports in order to show progress to Corporate management and customers; (4) Maintain customer contacts to ensure conformity to all contractual obligations; (5) Assume the initiative and provide support to Corporate management in identifying future requirements; (6) Develop, maintain, and implement a Program Management Plan that guides the performance of all functional activities performed on the Program. **Minimum Education**: Bachelor's Degree
Program Manager IV	**Minimum Experience:** 10 years **Functional Responsibility:** Works under very broad supervision in providing management and technical direction to program personnel. Will regularly exercise independent judgment, as well as a high-level of analytical skill in solving complex technical, administrative and managerial problems. Will be responsible for all aspects of program performance. The individual will: (1) Be responsible for all aspects of program performance (i.e., technical, contractual, administrative, financial); (2) Manage all aspects of program activity; (3) Provide technical and financial reports in order to show progress to Corporate management and customers; (4) Maintain customer contacts to ensure conformity to all contractual obligations; (5) Assume the initiative and provide support to Corporate management in identifying future requirements; (6) Develop, maintain, and implement a Program Management Plan that guides the performance of all functional activities performed on the Program. **Minimum Education**: Bachelor's Degree
Program Manager V	**Minimum Experience:** 15 years **Functional Responsibility:** Works under very broad supervision in providing management and technical direction to program personnel. Will regularly exercise independent judgment, as well as a high-level of analytical skill in solving complex technical, administrative and managerial problems. Will be responsible for all aspects of program performance. The individual will: (1) Be responsible for all aspects of program performance (i.e., technical, contractual, administrative, financial); (2) Manage all aspects of program activity; (3) Provide technical and financial reports in order to show progress to Corporate management and customers; (4) Maintain customer contacts to ensure conformity to all contractual obligations; (5) Assume the initiative and provide support to Corporate

	management in identifying future requirements; (6) Develop, maintain, and implement a Program Management Plan that guides the performance of all functional activities performed on the Program. **Minimum Education**: Bachelor's Degree
Quality Assurance Specialist I	**Minimum Experience:** 0 years **Functional Responsibility:** Responsible for assisting with quality assurance and compliance with applicable regulatory requirements; conducts audits and reviews/analyzes data and documentation. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Reports to a supervisor or manager. **Minimum Education**: Bachelor's Degree
Quality Assurance Specialist II	**Minimum Experience:** 2 years **Functional Responsibility:** Responsible for assisting with all activities involving quality assurance and compliance with applicable regulatory requirements; conducts audits and reviews/analyzes data and documentation. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. Relies on instructions and pre-established guidelines to perform the functions of the job., but a certain degree of creativity and latitude is required. Reports to a supervisor or manager **Minimum Education** Bachelor's Degree
Quality Assurance Specialist III	**Minimum Experience:** 4 years **Functional Responsibility**: Responsible for quality assurance and compliance with applicable regulatory requirements; conducts audits and reviews/analyzes data and documentation. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Reports to a manager or head of a unit/department. **Minimum Education** Bachelor's Degree
Quality Assurance Specialist IV	**Minimum Experience:** 6 years **Functional Responsibility**: Responsible for quality assurance and compliance with applicable regulatory requirements; conducts audits and reviews/analyzes data and documentation. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Reports to a manager or head of a unit/department. **Minimum Education** Bachelor's Degree
Quality Assurance Specialist V	**Minimum Experience:** 8 years **Functional Responsibility:** Responsible for all aspects of quality assurance and compliance with applicable regulatory requirements; conducts audits and reviews/analyzes data and documentation. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Will very likely lead and direct the work of others. A wide degree of creativity and latitude is expected. Reports to a manager or head of a unit/department. **Minimum Education** Bachelor's Degree
Scientific Systems Developer I	**Minimum Experience:** 0 years **Functional Responsibility**: Converts scientific, engineering, and other technical problem formulations to formats that can be processed by computer. Resolves symbolic formulations, prepares flowcharts and block diagrams, and encodes resultant equations for processing by applying extensive knowledge of branch of science, engineering, or advanced mathematics, such as differential equations or numerical analysis, and understanding of capabilities and limitations of computer. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform

	the functions of the job. Works under immediate supervision. Reports to a supervisor or manager. **Minimum Education**: Bachelor's Degree
Scientific Systems Developer II	**Minimum Experience:** 2 years **Functional Responsibility:** Converts scientific, engineering, and other technical problem formulations to formats that can be processed by computer. Resolves symbolic formulations, prepares flowcharts and block diagrams, and encodes resultant equations for processing by applying extensive knowledge of branch of science, engineering, or advanced mathematics, such as differential equations or numerical analysis, and understanding of capabilities and limitations of computer. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Reports to a supervisor or manager. **Minimum Education:** Bachelor's Degree
Scientific Systems Developer III	**Minimum Experience:** 4 years **Functional Responsibility:** Converts scientific, engineering, and other technical problem formulations to formats that can be processed by computer. Resolves symbolic formulations, prepares flowcharts and block diagrams, and encodes resultant equations for processing by applying extensive knowledge of branch of science, engineering, or advanced mathematics, such as differential equations or numerical analysis, and understanding of capabilities and limitations of computer. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. May lead and direct others. A certain degree of creativity and latitude is required. Reports to a supervisor or manager. **Minimum Education:** Bachelor's Degree
Scientific Systems Developer IV	**Minimum Experience:** 6 years **Functional Responsibility:** Converts scientific, engineering, and other technical problem formulations to formats that can be processed by computer. Resolves symbolic formulations, prepares flowcharts and block diagrams, and encodes resultant equations for processing by applying extensive knowledge of branch of science, engineering, or advanced mathematics, such as differential equations or numerical analysis, and understanding of capabilities and limitations of computer. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. May lead and direct others. A certain degree of creativity and latitude is required. Reports to a supervisor or manager. **Minimum Education:** Bachelor's Degree
Scientific Systems Developer V	**Minimum Experience:** 8 years **Functional Responsibility:** Converts scientific, engineering, and other technical problem formulations to formats that can be processed by computer. Resolves symbolic formulations, prepares flowcharts and block diagrams, and encodes resultant equations for processing by applying extensive knowledge of branch of science, engineering, or advanced mathematics, such as differential equations or numerical analysis, and understanding of capabilities and limitations of computer. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. Very likely will lead and direct others. A certain degree of creativity and latitude is required. Reports to a supervisor or manager. **Minimum Education:** Bachelor's Degree
Security Analyst I	**Minimum Experience:** 0 years **Functional Responsibility:** Assists in the maintenance of systems to protect data from unauthorized users. Identifies, reports, and resolves security violations. Has knowledge of commonly-used concepts, practices, and procedures within a

	particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance. **Minimum Education:** Bachelor's Degree
Security Analyst II	**Minimum Experience:** 2 years **Functional Responsibility:** Assists in the maintenance of systems to protect data from unauthorized users. Identifies, reports, and resolves security violations. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision. **Minimum Education:** Bachelor's Degree
Security Analyst III	**Minimum Experience:** 4 years **Functional Responsibility:** Analyzes information security systems and applications and recommends and develops security measures to protect information against unauthorized modification or loss. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Reports to a project leader or manager. A wide degree of creativity and latitude is expected. **Minimum Education:** Bachelor's Degree
Security Analyst IV	**Minimum Experience:** 6 years **Functional Responsibility:** Responsible for developing and managing Information Systems security, including disaster recovery, database protection and software development. Analyzes information security systems and applications and recommends and develops security measures to protect information against unauthorized modification or loss. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Reports to a project leader or manager. A wide degree of creativity and latitude is expected. **Minimum Education:** Bachelor's Degree
Security Analyst V	**Minimum Experience:** 8 years **Functional Responsibility:** Ensures that all system platforms are functional and secure. Works with upper management to determine acceptable level of risk for enterprise computing platforms. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Very likely directs and leads others. Works under general supervision. Reports to a manager or head of a unit/department. **Minimum Education:** Bachelor's Degree
Software Analyst I	**Minimum Experience:** 0 years **Functional Responsibility:** Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's application systems. Consults with users to identify current operating procedures and to clarify program objectives. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not require exercising independent judgment. Reports to a project leader or manager. **Minimum Education:** Bachelor's Degree
Software Analyst II	**Minimum Experience:** 2 years **Functional Responsibility:** Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's application systems. Consults with users to identify current operating procedures and to clarify program objectives. May be expected to write documentation to describe program development, logic, coding, and corrections. Writes manuals for users to describe installation and operating procedures. Familiar with relational databases and client-server concepts. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of

	tasks. Works under general supervision; Reports to a project leader or manager. A certain degree of creativity and latitude is required. Requires proficiency in programming languages. **Minimum Education:** Bachelor's Degree
Software Analyst III	**Minimum Experience:** 4 years **Functional Responsibility:** Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's application systems. Consults with users to identify current operating procedures and to clarify program objectives. May be expected to write documentation to describe program development, logic, coding, and corrections: Writes manuals for users to describe installation and operating procedures. Must have a working knowledge of relational databases and client-server concepts. A wide degree of creativity and latitude is expected. Requires proficiency in programming languages. May lead and direct others. **Minimum Education:** Bachelor's Degree
Software Analyst IV	**Minimum Experience:** 6 years **Functional Responsibility:** Works with users to identify current operating procedures and clarify program objectives. Outlines steps required for program development, including diagrams and charts. Writes program documentation and operations guidelines. Provides technical guidance to lower-level analyst/programmers. Requires comprehensive knowledge of programming techniques, networked and centralized operating systems, and the capabilities of enterprise database products and development suites. May team with external consultants in the development of unique applications that meet employer's requirements. Requires detailed and comprehensive knowledge of employer's applications and systems. A wide degree of creativity and latitude is expected. Requires proficiency in programming languages. May lead and direct others. **Minimum Education:** Bachelor's Degree
Software Analyst V	**Minimum Experience:** 8 years **Functional Responsibility:** Leads lower-level analyst/programmers and other technical staff on a large, complex internal development project or serves as lead analyst/programmer on numerous smaller projects and systems. A senior internal technical consultant who directs program development in complex applications and systems where existing architectures and techniques provide little guidance. Consults with user management and technical staff as necessary to clarify program intent, identify problems, suggest changes, and determine required coding. Assigns, coordinates and reviews work of lower-level analyst/programmers in advanced techniques. Prescribes standard to simplify interpretation of programs and documentations. Supervises preparation of records and reports. Requires detailed and comprehensive knowledge of employer's applications and systems. A wide degree of creativity and latitude is expected. Requires proficiency in programming languages **Minimum Education:** Bachelor's Degree
Software Developer I	**Minimum Experience:** 0 years **Functional Responsibility:** Evaluates and modifies software programs including encoding, testing, debugging and documentation. Resolves problems associated with these applications. Detects, diagnoses, and reports related problems. Reports to a project leader or manager. Works on projects/matters of limited complexity in a support role. Work is closely managed. **Minimum Education:** Bachelor's Degree
Software Developer II	**Minimum Experience:** 2 years **Functional Responsibility:** Evaluates and modifies moderately complex applications programs working from detailed specifications. Codes, tests, debugs, documents, and maintains applications. Works on most phases of applications programming activities. Reports to a project leader or manager. Gaining exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work. **Minimum Education:** Bachelor's Degree

Software Developer III	**Minimum Experience:** 4 years **Functional Responsibility:** Evaluates, analyzes, and modifies moderately complex application programs. Codes, tests, debugs, documents, and maintains applications. Works on most phases of applications programming activities. Analyzes and resolves problems associated with applications. Detects, diagnoses, and reports related problems. Reports to a project leader or manager. Contributes to moderately complex aspects of a project. Work is generally independent and collaborative in nature. **Minimum Education:** Bachelor's Degree
Software Developer IV	**Minimum Experience:** 7 years **Functional Responsibility:** Designs, codes, tests, debugs, and documents complex applications programs. Develops or modifies procedures to solve complex application programming problems, taking computer equipment capacity and limitations, operating time, and form of desired results into consideration. Works at the highest technical level of all phases of applications programming activities. Reports to a manager or head of a unit/department. A specialist on complex technical and business matters. Work is highly independent. May assume a team lead role for the work group. **Minimum Education:** Bachelor's Degree
Software Developer V	**Minimum Experience:** 10 years **Functional Responsibility:** Oversees the development or modification of applications programs. Designs procedures to solve complex application programming problems, taking computer equipment capacity and limitations, operating time, and form of desired results into consideration. Designs, codes, tests, debugs, and documents applications at the highest levels of complexity. Leads all phases of applications programming. Evaluates applications for quality assurance. Reports to a manager or head of a unit/department. Works on advanced, complex technical projects or business issues requiring state of the art technical or industry knowledge. Works autonomously. Goals are generally communicated in solution or project goal terms. May provide a leadership role for the work group through knowledge in the area of specialization. **Minimum Education:** Bachelor's Degree
Software Engineer I	**Minimum Experience:** 0 years **Functional Responsibility:** Assists in design and coding of software product components, units, and modules according to detailed specifications. Participates in analysis and development of test plans. Tests assigned components and units. Provides test results and recommends corrections to senior developers. Requires practical knowledge of one or more platforms and operating systems, and of programming languages. Requires knowledge of one or more systems architectures. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance **Minimum Education:** Bachelor's Degree
Software Engineer II	**Minimum Experience:** 2 years **Functional Responsibility:** Assist in the design and coding of software products. Prepares comprehensive test plans. Conducts tests. Identifies and debugs relatively simple problems. Provides test results and recommends more complex corrections to senior developers. Codes enhancements and supports features. Participates in writing product and user documentation. Requires extensive knowledge of one or more platforms and operating systems, and of programming languages. Requires knowledge of one or more systems architectures. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision. **Minimum Education:** Bachelor's Degree
Software Engineer III	**Minimum Experience:** 4 years **Functional Responsibility:** Designs and codes software components, units, and modules that meet product specification and development schedules. Tests and debugs assigned components

	and units, Participated in large system and subsystem planning. Adheres to product build and release schedules and strategies. Acts as a technical resource for lower-level developers. Requires comprehensive knowledge of one or more platforms and operating systems, and of programming languages. Requires knowledge of one or more systems architectures. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Works under general supervision. Reports to a manager or head of a unit/department **Minimum Education:** Bachelor's Degree
Software Engineer IV	**Minimum Experience:** 6 years **Functional Responsibility:** Develops technical designs and specifications for software products. Researched and integrated design strategies, product specifications, development schedules, and user expectations into product capabilities. Uses software development technologies and tools to build, test, and maintain product modules, components, and subsystems. Provides technical leadership to lower-level developers. May provide product demonstrations and participate in trade shows and seminars. May require interaction with customers, vendors and external development partners. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Reports to a manager or head of a unit/department **Minimum Education:** Bachelor's Degree
Software Engineer V	**Minimum Experience:** 8 years **Functional Responsibility:** Oversees technical design, development, and implementation of large projects and/or major software products and systems. Assists in defining architecture requirements and establishing standards for design and development. Consults with management and customers regarding product feasibility and viability of product plans and designs. Factors emerging technologies and product supportability into design and implementation. Serves as primary technical resource to development team. May act as team leader in prioritizing group tasks, determining individual assignments, and reviewing work of lower-level developers. Provides product demonstrations and participates in trade shows, seminars, industry panels, and user group meetings. Interacts with customers regarding strategies, requirements, problem solving, and support. This is normally the senior non-management developer level. Reports to a manager or head of a unit/department **Minimum Education:** Bachelor's Degree
Software Quality Assurance Analyst I	**Minimum Experience:** 0 years **Functional Responsibility:** Executes testing procedures to ensure that software meets established quality standards. Prepares data sets to test logic, error handling and system workflows. Isolates, reproduces, and tracks defects. Verifies fixes. Documents testing according to required procedures. Familiar with software development cycle and quality assurance methodologies. May assist with the creation of new testing scripts and plans. Reports to a manager. Works on projects/matters of limited complexity in a support role. Work is closely managed. Work is closely managed. Works on projects/matters of limited complexity in a support role. **Minimum Education:** Bachelor's Degree
Software Quality Assurance Analyst II	**Minimum Experience:** 2 years **Functional Responsibility:** Executes testing procedures to ensure that software meets established quality standards. Develops and writes testing scripts and plans to ensure that software functions as expected. Prepares data sets to test logic, error handling and system workflows. Isolates, reproduces, and tracks defects. Verifies fixes. Documents testing according to required procedures. Familiar with software development cycle and quality assurance methodologies. Reports to a manager. Gaining exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work. Occasionally directed in

	several aspects of the work. Gaining exposure to some of the complex tasks within the job function. **Minimum Education:** Bachelor's Degree
Software Quality Assurance Analyst III	**Minimum Experience:** 4 years **Functional Responsibility:** Evaluates and executes testing procedures to ensure that software meets established quality standards. Develops and writes testing scripts and plans to ensure that software functions as expected. Prepares complex data sets to test logic, error handling and system workflows. Isolates, reproduces, and tracks defects. Verifies fixes. Documents testing according to required procedures. Solid knowledge of software development cycle and quality assurance methodologies. Reports a manager. Contributes to moderately complex aspects of a project. Work is generally independent and collaborative in nature. Work is generally independent and collaborative in nature. Contributes to moderately complex aspects of a project. **Minimum Education:** Bachelor's Degree
Software Quality Assurance Analyst IV	**Minimum Experience:** 6 years **Functional Responsibility:** Evaluates and designs testing procedures to ensure that software meets established quality standards. Develops and writes testing scripts and plans to ensure that software functions as expected. Involved with a variety of user testing. Prepares complex data sets to test logic, error handling and system workflows. Conducts testing of more complex features. Verifies fixes. Monitors and documents testing results according to required procedures. Deep knowledge of software development cycle and quality assurance methodologies. Reports to a manager. Work is highly independent. May assume a team lead role for the work group. A specialist on complex technical and business matters. **Minimum Education:** Bachelor's Degree
Software Quality Assurance Analyst V	**Minimum Experience:** 8 years **Functional Responsibility:** Manages a group of quality assurance analysts who evaluate, test, and validate software and/or IT services. Develops and implements quality assurance problem reporting processes and systems. Analyzes deficiencies in service or performance and recommends product or service improvements to address problems. Designs and implements defect reduction programs. Reports to head of a unit/department. Manages subordinate staff in the day-to-day performance of their jobs. Ensures that project/department milestones/goals are met and adhering to approved budgets. Extensive knowledge of department processes. **Minimum Education:** Bachelor's Degree
System Administrator I	**Minimum Experience:** 0 years **Functional Responsibility:** Maintains data files and control procedures for a simple system of networked personal computers or for a group of desktop computers linked to a host server. Responsible for system security and data integrity. Assigns passwords and monitors use of resources. Back up files as required. May produce periodic business reports, generate output such as labels, letters, and forms, and respond to frequent management request for information. May require extensive knowledge of software such as Microsoft Office and similar suites of business applications. May be a resident expert for applications running on a department-wide LAN or for the entire computer system in a smaller enterprise. **Minimum Education:** Bachelor's Degree
System Administrator II	**Minimum Experience:** **Functional Responsibility:** Maintains data files and control procedures for a simple system of networked personal computers or for a group of desktop computers linked to a host server. Responsible for system security and data integrity. Assigns passwords and monitors use of resources. Back up files as required. May produce periodic business reports, generate output such as labels, letters, and forms, and respond to frequent management request for information. May require extensive knowledge of software such as Microsoft Office and similar suites of business applications. May be a resident expert for applications running

	on a department-wide LAN or for the entire computer system in a smaller enterprise. **Minimum Education:** Bachelor's Degree
System Administrator III	**Minimum Experience:** 4 years **Functional Responsibility**: Installs new software releases, system upgrades, evaluates and installs patches and resolves software related problems. Performs system backups and recovery. Maintains data files and monitors system configuration to ensure data integrity. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; Reports to a project leader or manager. A certain degree of creativity and latitude is required. Familiar with standard concepts, practices, and procedures within a particular field. May lead or direct others. **Minimum Education:** Bachelor's Degree
System Administrator IV	**Minimum Experience:** 6 years **Functional Responsibility:** Installs new software releases, system upgrades, evaluates and installs patches and resolves software related problems. Performs system backups and recovery. Maintains data files and monitors system configuration to ensure data integrity. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; Reports to a project leader or manager. A certain degree of creativity and latitude is required. Familiar with standard concepts, practices, and procedures within a particular field. May lead or direct others. **Minimum Education:** Bachelor's Degree
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Systems Analyst I	**Minimum Experience:** 0 years **Functional Responsibility:** Assists to solve computer, business, scientific, engineering, policy/compliance or other discipline system/process problems and enables system to meet the needs of the organization. Performs system studies to assist organization to realize maximum benefit from investments in equipment, personnel, and business processes or to comply with internal or external requirements. Plans and designs new systems/processes or devises ways to apply existing systems resources to additional operations. Analyzes requirements, procedures, and problems to improve existing system/processes. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance. **Minimum Education:** Bachelor's Degree
Systems Analyst II	**Minimum Experience:** 2 years **Functional Responsibility:** Assists to solve computer, business, scientific, engineering, policy/compliance or other discipline system/process problems and enables system to meet the needs of the organization. Performs system studies to assist organization to realize maximum benefit from investments in equipment, personnel, and business processes or to comply with internal or external requirements. Plans and designs new systems/processes or devises ways to apply existing systems resources to additional operations. Analyzes requirements, procedures, and problems to improve existing system/processes. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision. **Minimum Education:** Bachelor's Degree

Systems Analyst III	**Minimum Experience**: 4 years **Functional Responsibility:** Solves computer, business, scientific, engineering, policy/compliance or other discipline system/process problems and enables system to meet the needs of the organization. Performs system studies to assist organization to realize maximum benefit from investments in equipment, personnel, and business processes or to comply with internal or external requirements. Plans and designs new systems/processes or devises ways to apply existing systems resources to additional operations. Analyzes requirements, procedures, and problems to improve existing system/processes. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Works under general supervision. Reports to a manager or head of a unit/department. **Minimum Education**: Bachelor's Degree
Systems Analyst IV	**Minimum Experience:** **Functional Responsibility**: Solves computer, business, scientific, engineering, policy/compliance or other discipline system/process problems and enables system to meet the needs of the organization. Performs system studies to assist organization to realize maximum benefit from investments in equipment, personnel, and business processes or to comply with internal or external requirements. Plans and designs new systems/processes or devises ways to apply existing systems resources to additional operations. Analyzes requirements, procedures, and problems to improve existing system/processes. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. May direct and lead others. Works under general supervision. Reports to a manager or head of a unit/department. **Minimum Education:** Bachelor's Degree
Systems Analyst V	**Minimum Experience:** 8 years **Functional Responsibility:** Solves computer, business, scientific, engineering, policy/compliance or other discipline system/process problems and enables system to meet the needs of the organization. Performs system studies to assist organization to realize maximum benefit from investments in equipment, personnel, and business processes or to comply with internal or external requirements. Plans and designs new systems/processes or devises ways to apply existing systems resources to additional operations. Analyzes requirements, procedures, and problems to improve existing system/processes. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Will very likely direct and lead others. Works under general supervision. Reports to a manager or head of a unit/department. **Minimum Education:** Bachelor's Degree
Systems Engineer I	**Minimum Experience:** 0 years **Functional Responsibility:** Assists more senior engineers with development, design, and analysis of work that may include logic design, circuit design, instrumentation design, firmware development, model formulation, manufacturing and development cost projections, computer architecture analysis and design, network structure design, and analog or binary systems engineering. Projects may include fabrication, modification, and evaluation of components or circuitry for use in electronic equipment. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance. **Minimum Education:** Bachelor's Degree
Systems Engineer II	**Minimum Experience:** 2 years **Functional Responsibility**: Performs standard engineering development, design, and analysis of work such as logic design, circuit design, I/O design,

	instrumentation design, firmware development, model formulation, cost projection, computer architecture analysis and design, network structure design, and systems engineering. Projects may include fabrication, modification, and evaluation of components or circuitry for use in electronic equipment. May be assigned to interact with client engineers, respond to technical questions and requests from customers, and implement systems at customer sites. **Minimum Education:** Bachelor's Degree
Systems Engineer III	**Minimum Experience:** 4 years **Functional Responsibility**: Performs non-standard engineering analysis, development and design work that requires considerable engineering skill, creative ability, and independent judgment. May provide technical supervision to lower level engineers and technical staff. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected. **Minimum Education:** Bachelor's Degree
Systems Engineer IV	**Minimum Experience:** 6 years **Functional Responsibility**: Performs a full range of engineering tasks represented by the activities listed under less senior engineering positions. Work requires a high degree of creative ability and engineering and programming skills. May coordinate and lead the work of subordinate engineers on assigned projects. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. **Minimum Education:** Bachelor's Degree
Systems Engineer V	**Minimum Experience:** 8 years **Functional Responsibility**: Performs engineering work in the research, development, analysis, and design of products and systems. Interacts at the highest levels with client engineers and customers. Work requires the highest degree of creative ability, engineering and programming skills, and independent judgment. Will likely coordinate and technically lead projects and subordinated engineers. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Works under general supervision. Typically reports to a manager or head of a unit/department. **Minimum Education:** Bachelor's Degree
Task Manager / Team Lead I	**Minimum Experience:** 2 years **Functional Responsibility**: Designs, plans, and coordinates a work team or teams on task-level projects. Provides technical support to project team members. Designs and implements the components required for complex technical functions. Generally, manages a group of technical, engineering, and/or scientific analysts. Relies on experience and judgment to plan and accomplish goals. The individual will: (1) Identify and assign priorities to complete assigned projects as required in order to optimize schedules, budgets, and technical excellence; (2) Maintain close contact with customer representatives to identify and respond to customer requests and to ensure that potential sources of difficulty are made known to Company management; (3) Establish and maintain status reports in order to show progress and problems to the customer and to Company management; (4) Provide support to Advanced Program personnel in identifying and acquiring potential business. Reports to a senior manager. **Minimum Education:** Bachelor's Degree
Task Manager / Team Lead II	**Minimum Experience:** 4 years **Functional Responsibility**: Designs, plans, and coordinates a work team or teams on task-level projects. Provides technical support to project team members. Designs and implements the components required for complex technical functions. Generally manages a group of technical, engineering, and/or scientific analysts. Relies on experience and judgment to plan and accomplish goals. The individual will: (1) Identify and assign priorities to complete assigned projects as required in

	order to optimize schedules, budgets, and technical excellence; (2) Maintain close contact with customer representatives to identify and respond to customer requests and to ensure that potential sources of difficulty are made known to Company management; (3) Establish and maintain status reports in order to show progress and problems to the customer and to Company management; (4) Provide support to Advanced Program personnel in identifying and acquiring potential business. Reports to a senior manager. **Minimum Education:** Bachelor's Degree
Task Manager / Team Lead III	**Minimum Experience:** 6 years **Functional Responsibility**: Designs, plans, and coordinates a work team or teams on task-level projects. Provides technical support to project team members. Designs and implements the components required for complex technical functions. Generally manages a group of technical, engineering, and/or scientific analysts. Relies on experience and judgment to plan and accomplish goals. The individual will: (1) Identify and assign priorities to complete assigned projects as required in order to optimize schedules, budgets, and technical excellence; (2) Maintain close contact with customer representatives to identify and respond to customer requests and to ensure that potential sources of difficulty are made known to Company management; (3) Establish and maintain status reports in order to show progress and problems to the customer and to Company management; (4) Provide support to Advanced Program personnel in identifying and acquiring potential business. Reports to a senior manager. **Minimum Education:** Bachelor's Degree
Task Manager / Team Lead IV	**Minimum Experience:** 8 years **Functional Responsibility:** Designs, plans, and coordinates a work team or teams on task-level projects. Provides technical support to project team members. Designs and implements the components required for complex technical functions. Generally manages a group of technical, engineering, and/or scientific analysts. Relies on experience and judgment to plan and accomplish goals. The individual will: (1) Identify and assign priorities to complete assigned projects as required in order to optimize schedules, budgets, and technical excellence; (2) Maintain close contact with customer representatives to identify and respond to customer requests and to ensure that potential sources of difficulty are made known to Company management; (3) Establish and maintain status reports in order to show progress and problems to the customer and to Company management; (4) Provide support to Advanced Program personnel in identifying and acquiring potential business. Reports to a senior manager **Minimum Education:** Bachelor's Degree
Task Manager / Team Lead V	**Minimum Experience:** 10 years **Functional Responsibility**: Designs, plans, and coordinates a work team or teams on task-level projects. Provides technical support to project team members. Designs and implements the components required for complex technical functions. Generally manages a group of technical, engineering, and/or scientific analysts. Relies on experience and judgment to plan and accomplish goals. The individual will: (1) Identify and assign priorities to complete assigned projects as required in order to optimize schedules, budgets, and technical excellence; (2) Maintain close contact with customer representatives to identify and respond to customer requests and to ensure that potential sources of difficulty are made known to Company management; (3) Establish and maintain status reports in order to show progress and problems to the customer and to Company management; (4) Provide support to Advanced Program personnel in identifying and acquiring potential business. Reports to a senior manager. **Minimum Education:** Bachelor's Degree
Technical Analyst I	**Minimum Experience:** 2 years **Functional Responsibility:** Conducts research, performs studies and surveys to obtain, consolidate, and analyze data to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Provide computer database support, implement upgrades, performing system maintenance and tests, developing solutions to improve quality,

	designing interfaces and working with a team. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. **Minimum Education:** Bachelor's Degree
Technical Analyst II	**Minimum Experience:** 4 years **Functional Responsibility:** Conducts research, performs studies and surveys to obtain, consolidate, and analyze data to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Provide computer database support, implement upgrades, performing system maintenance and tests, developing solutions to improve quality, designing interfaces and working with a team. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected **Minimum Education:** Bachelor's Degree
Technical Analyst III	**Minimum Experience:** 6 years **Functional Responsibility**: Conducts research, performs studies and surveys to obtain, consolidate, and analyze data to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Provide computer database support, implement upgrades, performing system maintenance and tests, developing solutions to improve quality, designing interfaces and working with a team. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. **Minimum Education:** Bachelor's Degree
Technical Analyst IV	**Minimum Experience:** 8 years **Functional Responsibility:** Conducts research, performs studies and surveys to obtain, consolidate, and analyze data to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Provide computer database support, implement upgrades, performing system maintenance and tests, developing solutions to improve quality, designing interfaces and working with a team. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. **Minimum Education:** Bachelor's Degree
Technical Analyst V	**Minimum Experience:** 10 years **Functional Responsibility**: Conducts research, performs studies and surveys to obtain, consolidate, and analyze data to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Provide computer database support, implement upgrades, performing system maintenance and tests, developing solutions to improve quality, designing interfaces and working with a team. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. **Minimum Education:** Bachelor's Degree
Technical Editor I	**Minimum Experience:** 0 years **Functional Responsibility:** Assists with writing, editing, and proofreading a variety of information technology documents. Ensures that all documents meet established content standards. Familiar with standard IT concepts, practices, and procedures. Relies on limited experience and judgment to plan and accomplish goals. Works under immediate supervision. Relies on instructions and pre-established guidelines to perform the functions of the job. **Minimum Education:** Bachelor's Degree
Technical Editor II	**Minimum Experience:** 2 years **Functional Responsibility:** Assists with writing, editing, and proofreading a variety of information technology documents. Ensures that all documents meet established content standards. Familiar with standard IT concepts, practices, and procedures. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish

	goals. Works under general supervision; Reports to a supervisor or manager. A certain degree of creativity and latitude is required. **Minimum Education:** Bachelor's Degree
Technical Editor III	**Minimum Experience:** 4 years **Functional Responsibility**: Assists with writing, editing, and proofreading a variety of information technology documents. Ensures that all documents meet established content standards. Familiar with standard IT concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May direct and lead the work of others. Reports to a manager or head of a unit/department. A wide degree of creativity and latitude is expected. **Minimum Education:** Bachelor's Degree
Technical Editor IV	**Minimum Experience:** 6 years **Functional Responsibility**: Assists with writing, editing, and proofreading a variety of information technology documents. Ensures that all documents meet established content standards. Familiar with standard IT concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May direct and lead the work of others. Reports to a manager or head of a unit/department. A wide degree of creativity and latitude is expected. **Minimum Education:** Bachelor's Degree
Technical Editor V	**Minimum Experience:** 8 years **Functional Responsibility:** Assists with writing, editing, and proofreading a variety of information technology documents. Ensures that all documents meet established content standards. Familiar with standard IT concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Will very likely lead and direct the work of others. Reports to a manager or head of a unit/department. A wide degree of creativity and latitude is expected **Minimum Education:** Bachelor's Degree
Technical Engineer I	**Minimum Experience:** 0 years **Functional Responsibility:** Assists with the design, development, implementation, and analysis of technical products and systems. Performs engineering design evaluations. May develop a range of products. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance. **Minimum Education:** Bachelor's Degree
Technical Engineer II	**Minimum Experience:** 2 years **Functional Responsibility:** Assists with the design, development, implementation, and analysis of technical products and systems. Performs engineering design evaluations. May develop a range of products. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision. **Minimum Education:** Bachelor's Degree
Technical Engineer III	**Minimum Experience:** 4 years **Functional Responsibility:** Responsible for design, development, implementation, and analysis of technical products and systems. Performs engineering design evaluations. May develop a range of products. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. May be required to lead and/or provide guidance to other engineers/technician. Works under general supervision. Typically reports to a manager or head of a unit/department. **Minimum Education:** Bachelor's Degree
Technical Engineer IV	**Minimum Experience:** 6 years

	Functional Responsibility: Provides expert judgment and analysis for the design, development and implementation of technical products and systems. Resolves highly complex technical issues, conducts advanced research, and identifies product/service innovations. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals. Works under general supervision. Performs a variety of tasks. May direct and lead the work of others. Typically reports to a manager or head of a unit/department. **Minimum Education:** Bachelor's Degree
Technical Engineer V	**Minimum Experience:** 8 years **Functional Responsibility**: Provides expert consultation in one or more areas for the design, development, analysis, and implementation of technical products and systems. Recognized as technical leader and resource. Responsible for all internal activities and product development. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals. Works under general supervision. Performs a variety of tasks. Will very likely direct and lead the work of others. Typically reports to a manager or head of a unit/department. **Minimum Education:** Bachelor's Degree
Technical Writer I	**Minimum Experience:** 0 years **Functional Responsibility:** Writes a variety of information technology documentation for a wide range of uses including system architecture, detailed software design, and user interface design documentation. Has knowledge of commonly-used information technology concepts, practices, and procedures within a particular field. A high degree of creativity and latitude is required. Relies on limited experience and judgment to plan and accomplish goals. Works under immediate supervision. Relies on instructions and pre-established guidelines to perform the functions of the job. **Minimum Education:** Bachelor's Degree
Technical Writer II	**Minimum Experience:** 2 years **Functional Responsibility** Writes a variety of information technology documentation for a wide range of uses including system architecture, detailed software design, and user interface design documentation. Has knowledge of commonly-used information technology concepts, practices, and procedures within a particular field. Familiar with standard concepts, practices, and procedures within a particular field. A high degree of creativity and latitude is required. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision. **Minimum Education:** Bachelor's Degree
Technical Writer III	**Minimum Experience:** 4 years **Functional Responsibility**: Writes a variety of information technology documentation for a wide range of uses including system architecture, detailed software design, and user interface design documentation. Has knowledge of commonly-used information technology concepts, practices, and procedures within a particular field. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals. Works under general supervision. Performs a variety of tasks. May direct and lead the work of others. Reports to a manager or head of a unit/department **Minimum Education:** Bachelor's Degree
Technical Writer IV	**Minimum Experience:** 6 years **Functional Responsibility:** Writes a variety of information technology documentation for a wide range of uses including system architecture, detailed software design, and user interface design documentation. Has knowledge of commonly-used information technology concepts, practices, and procedures within a particular field. Task may also include obtaining technical data from independent observation, reviews with staff members, and/or studies of published materials and existing documentation. Coordinate efforts of technical artists and illustrators in preparing reports, articles, and publications of internal and external

	distribution. Obtain background information on technologies, methods, and standards. Revises text and recommends changes in scope, format, and content to ensure conformance with established standards. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals. Works under general supervision. Performs a variety of tasks. May direct and lead the work of others. Reports to a manager or head of a unit/department. **Minimum Education:** Bachelor's Degree
Technical Writer V	**Minimum Experience:** 8 years **Functional Responsibility:** Writes a variety of information technology documentation for a wide range of uses including system architecture, detailed software design, and user interface design documentation. Has knowledge of commonly-used information technology concepts, practices, and procedures within a particular field. Task may also include obtaining information technology data from independent observation, reviews with staff members, and/or studies of published materials and existing documentation. Coordinate efforts of technical artists and illustrators in preparing reports, articles, and publications of internal and external distribution. Obtain background information on technologies, methods, and standards. Revises text and recommends changes in scope, format, and content to ensure conformance with established standards. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals. Works under general supervision. Performs a variety of tasks. Will very likely direct and lead the work of others. Reports to a manager or head of a unit/department. **Minimum Education:** Bachelor's Degree
Technician I	**Minimum Experience:** 0 years **Functional Responsibility:** Assists engineers/scientists in project efforts. Operates, constructs, maintains, and/or tests electrical/mechanical/IT systems and components. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not require exercising independent judgment. May be required to complete an apprenticeship and/or formal training in area of specialty. **Minimum Education:** High School Diploma
Technician II	**Minimum Experience:** 2 years **Functional Responsibility:** Assists engineers/scientists in project efforts. Operates, constructs, maintains, and/or tests electrical/mechanical/IT systems and components. Must be familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. A certain degree of creativity and latitude is required. May be required to complete an apprenticeship and/or formal training in area of specialty. **Minimum Education:** High School Diploma
Technician III	**Minimum Experience:** 4 years **Functional Responsibility:** Assists engineers/scientists in project efforts. Operates, constructs, maintains, and/or tests electrical/mechanical/IT systems and components. Must be familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Reports to a supervisor or manager. A wide degree of creativity and latitude is expected. May be required to complete an apprenticeship and/or formal training in area of specialty. **Minimum Education:** High School Diploma
Technician IV	**Minimum Experience:** 6 years **Functional Responsibility:** Assists engineers/scientists in project efforts. Operates, constructs, maintains, and/or tests electrical/mechanical/IT systems and components. Must be familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Reports to a supervisor or manager. A wide degree of creativity and latitude is expected. May lead and direct others. May

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User Experience Designer	**Minimum Experience:** 4 years **Functional Responsibility:** Designs html prototypes, wireframes, visual interfaces and interaction of web-based applications. Designs and evaluates visual human interfaces utilizing user-centered design principles. Implements the user interface design. Works with the product development team to design online user experiences. Ensures user experience is formulated to achieve the goals of the online entity. Reports to a manager. Gaining exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work. **Minimum Education:** Bachelor's Degree
Web Applications Programmer I	**Minimum Experience:** 0 years **Functional Responsibility:** Assists with planning, designing, developing, testing, editing, maintaining, and documenting web programs. Applies knowledge of programming techniques and computer internet systems. Formulates plans outlining steps required to develop program, using structured analysis and design. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance. **Minimum Education:** Bachelor's Degree
Web Applications Programmer II	**Minimum Experience:** 2 years **Functional Responsibility:** Assists with planning, designing, developing, testing, editing, maintaining, and documenting web programs. Applies knowledge of programming techniques and computer internet systems. Formulates plans outlining steps required to develop program, using structured analysis and design. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Reports to a project leader or manager. A wide degree of creativity and latitude is expected. **Minimum Education:** Bachelor's Degree
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Web Designer/Developer I	**Minimum Experience:** 0 years **Functional Responsibility**: Assists with website design and creation. Helps plan, design, develop, test, edit, maintain, and document look and flow of websites. Interviews clients to help them clarify their goals for establishing a website. Designs or supervises design of digitized images, banners, bullets, charts, image maps and other graphics to enhance appearance of site. May require knowledge of programming techniques and computer internet systems. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance. **Minimum Education:** Bachelor's Degree
Web Designer/Developer II	**Minimum Experience:** 2 years **Functional Responsibility:** Assists with website design and creation. Helps plan, design, develop, test, edit, maintain, and document look and flow of websites. Interviews clients to help them clarify their goals for establishing a website. Designs or supervises design of digitized images, banners, bullets, charts, image maps and other graphics to enhance appearance of site. May require knowledge of programming techniques and computer internet systems. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision. **Minimum Education:** Bachelor's Degree
Web Designer/Developer III	**Minimum Experience:** 4 years **Functional Responsibility:** Performs website design and creation. Plans, designs, develops, tests, edits, maintains, and documents look and flow of websites. Interviews clients to help them clarify their goals for establishing a website. Designs or supervises design of digitized images, banners, bullets, charts, image maps and other graphics to enhance appearance of site. Requires knowledge of programming techniques and computer internet systems. Performs a variety of tasks. Works under general supervision; Reports to a project leader or manager. A certain degree of creativity and latitude is required. Familiar with standard concepts, practices, and procedures within a particular field. May lead or direct others. **Minimum Education:** Bachelor's Degree
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Web Designer/Developer V	**Minimum Experience:** 8 years **Functional Responsibility**: Controls all technical aspects of website, including performance issues, such as speed of access, and approving site content. May also have responsibilities for site design and creation. Plans, develops, tests, edits, maintains, documents and controls content, look, and flow of websites. Applies knowledge of programming techniques and computer internet systems. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Very likely directs and leads others. Works under general supervision. Reports to a manager or head of a unit/department. **Minimum Education:** Bachelor's Degree