



GENERAL SERVICES ADMINISTRATION

Federal Acquisition Service

Authorized Federal Supply Schedule Price List

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

Schedule for Professional Services Schedule

Federal Supply Group: PSS Class:

Contract Number: GS00F103DA

For more information on ordering from Federal Supply Schedules

click on the FSS Schedules button at <http://www.gsa.gov/schedules-ordering>

Contract Period: April 1, 2016 through March 31, 2021

Current Modification: PS-0003, effective January 27, 2017

Contractor: Technomics, Inc.
201 12th Street South #612
Arlington, VA 22202-5408

DUNS Number: 007077105
Telephone: (571) 366-1428
FAX Number: (703) 412-0852
Web Site: www.technomics.net

POCs:

Official Negotiator: Thomas E. Oettinger, Jr., Chief Financial Officer
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CUSTOMER INFORMATION:

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

SIN	Recovery	SIN Description
874-1	874-1RC	Integrated Consulting Services
874-4	874-4RC	Training Services: Instructor Led Training, Web Based Training and Education Courses, Course Development and Test Administration
871-1	871-1RC	Strategic Planning for Technology Programs/Activities
871-2	871-2RC	Concept Development & Requirements Analysis

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive

of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.

Professional Support Staff = \$52.50

- 1c. The Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services.**

Please see price list starting on page 3

- 2. Maximum Order:** \$1,000,000.00
- 3. Minimum Order:** \$100.00
- 4. Geographic Coverage (delivery Area):** Domestic only
- 5. Point(s) of production (city, county, and state or foreign country):** Same as company address
- 6. Discount from list prices or statement of net price:** Government net prices (discounts already deducted). Please see Attachment.
- 7. Quantity discounts:** None Offered
- 8. Prompt payment terms:** 1%, 15 Days, 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 (Contractor insert number of days):** Specified on the Task Order
- 11b. Expedited Delivery.** The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor
- 11c. Overnight and 2-day delivery.** The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor
- 11d. Urgent Requirements.** The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery: Contact Contractor
- 12. F.O.B Points(s):** Destination
- 13a. Ordering Address:** Same as Contractor
- 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:** Same as company address
15. **Warranty provision:** Contractor’s standard commercial warranty.
16. **Export Packing Charges:** N/A
17. **Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Contact Contractor
18. **Terms and conditions of rental, maintenance, and repair:** N/A
19. **Terms and conditions of installation:** N/A
20. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices:** N/A
- 20a. **Terms and conditions for any other services:** N/A
21. **List of service and distribution points:** N/A
22. **List of participating dealers:** N/A
23. **Preventive maintenance:** N/A
- 24a. **Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A
- 24b. **If applicable, Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services at the following:** www.technomics.net

The EIT standards can be found at: www.Section508.gov/.
25. **Data Universal Numbering System (DUNS) number:** 007077105
26. **Notification regarding registration in Central Contractor Registration (CCR) database:**
Technomics is registered in SAM (System for Award Management). Information details are current and updated, as necessary.

Attachment – Price List and Labor Category Descriptions

SIN(s) Proposed	Labor Category)	Minimum Education	Minimum Years of Experience	Base Period				
				YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
				04/01/16- 3/31/17	04/01/17- 3/31/18	04/01/18- 3/31/19	04/01/19- 3/31/20	04/01/20- 3/31/21
874-1, 874-4	Jr. Functional Specialist	Bachelors	6	\$100.26	\$102.37	\$104.52	\$106.71	\$108.96
874-1, 874-4	Functional Specialist	Bachelors	8	\$118.49	\$120.98	\$123.52	\$126.11	\$128.76
874-1, 874-4	Sr. Functional Specialist	Bachelors	10	\$142.06	\$145.05	\$148.09	\$151.20	\$154.38
874-1, 874-4	Principal Functional Specialist	Bachelors	12	\$165.58	\$169.06	\$172.61	\$176.23	\$179.93

874-1, 874-4	Jr. Cost Analyst	Bachelors	1	\$64.55	\$65.91	\$67.29	\$68.71	\$70.15
874-1, 874-4	Cost Analyst	Bachelors	3	\$103.04	\$105.20	\$107.41	\$109.67	\$111.97
874-1, 874-4	Sr. Cost Analyst	Bachelors	5	\$127.96	\$130.65	\$133.39	\$136.19	\$139.05
874-1, 874-4	Principal Cost Analyst	Bachelors	10	\$149.08	\$152.21	\$155.41	\$158.67	\$162.00
874-1, 874-4	Professional Support Staff**	High School	0	\$52.50	\$53.60	\$54.73	\$55.88	\$57.05
874-1, 874-4	Associate Management Analyst	Bachelors	0	\$69.10	\$70.55	\$72.03	\$73.54	\$75.09
874-1, 874-4	Jr. Management Analyst	Bachelors	2	\$86.87	\$88.70	\$90.56	\$92.46	\$94.41
874-1, 874-4	Management Analyst	Bachelors	6	\$137.46	\$140.35	\$143.30	\$146.30	\$149.38
874-1, 874-4	Sr. Management Analyst	Bachelors	10	\$167.79	\$171.31	\$174.91	\$178.58	\$182.33
874-1, 874-4	Principal Management Analyst	Bachelors	15	\$180.81	\$184.60	\$188.48	\$192.44	\$196.48
874-1, 874-4	SME 1	Bachelors	15	\$201.75	\$205.99	\$210.31	\$214.73	\$219.24
874-1, 874-4	SME 2	Bachelors	20	\$217.35	\$221.91	\$226.57	\$231.33	\$236.19
874-1, 874-4	SME 3	Bachelors	25	\$274.98	\$280.76	\$286.65	\$292.67	\$298.82
874-1, 874-4	SME 4	Bachelors	30	\$311.63	\$318.18	\$324.86	\$331.68	\$338.64
SIN(s) Proposed	Labor Category)	Minimum Education	Minimum Years of Experience	Base Period				
				YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
				04/01/16-3/31/17	04/01/17-3/31/18	04/01/18-3/31/19	04/01/19-3/31/20	04/01/20-3/31/21
871-1, 871-2	Program Manager	Bachelors	15	\$200.21	\$200.21	\$204.41	\$208.70	\$213.09
871-1, 871-2	Project Manager III	Bachelors	10	\$180.81	\$180.81	\$184.60	\$188.48	\$192.44
871-1, 871-2	Project Manager II	Bachelors	8	\$146.40	\$146.40	\$149.48	\$152.62	\$155.82
871-1, 871-2	Project Manager I	Bachelors	5	\$122.12	\$122.12	\$124.68	\$127.30	\$129.97
871-1, 871-2	Subject Matter Expert IV	Bachelors	25	\$295.57	\$295.57	\$301.78	\$308.11	\$314.58
871-1, 871-2	Subject Matter Expert III	Bachelors	20	\$274.98	\$274.98	\$280.76	\$286.65	\$292.67
871-1, 871-2	Subject Matter Expert II	Bachelors	15	\$223.87	\$223.87	\$228.57	\$233.37	\$238.27
871-1, 871-2	Subject Matter Expert I	Bachelors	10	\$196.73	\$196.73	\$200.86	\$205.08	\$209.38
871-1, 871-2	Engineer/Analyst V	Bachelors	15	\$186.47	\$186.47	\$190.39	\$194.39	\$198.47
871-1, 871-2	Engineer/Analyst IV	Bachelors	10	\$169.78	\$169.78	\$173.35	\$176.99	\$180.70

871-1, 871-2	Engineer/Analyst III	Bachelors	5	\$128.69	\$128.69	\$131.40	\$134.16	\$136.97
871-1, 871-2	Engineer/Analyst II	Bachelors	2	\$94.26	\$94.26	\$96.24	\$98.26	\$100.33
871-1, 871-2	Engineer/Analyst I	Bachelors	1	\$72.64	\$72.64	\$74.17	\$75.73	\$77.32

**** SCA labor category**

Service Contract Act (SCA) Matrix

SCA Eligible Labor Category	SCA Equivalent Code Title	Wage Determination No
Professional Support Staff	01020 - Administrative Assistant	05-2103

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

LABOR CATEGORY DESCRIPTIONS

SINs 874 1 and 874 4:

Jr. Functional Specialist

Minimum Education/Experience: Bachelor’s degree with at least 6 years of relevant experience

Functional Responsibilities: Perform, direct and coordinate a variety of critical tasks in areas as strategic planning, consulting services, program and acquisition management, independent estimates and assessments, cost analysis training, research, and any reporting and documentation associated with project objectives. Works closely with senior staff members to ensure work effort meets client requirements.

Functional Specialist

Minimum Education/Experience: Bachelor’s degree with at least 8 years of relevant experience

Functional Responsibilities: Perform a variety of critical tasks in areas as strategic planning, consulting services, program and acquisition management, independent estimates and assessments, cost analysis training, research, and any reporting and documentation associated with project objectives. Works closely with senior staff members to ensure work effort meets client requirements.

Sr. Functional Specialist

Minimum Education/Experience: Bachelor’s degree with at least 10 years of relevant experience

Functional Responsibilities: Perform, direct and coordinate a variety of critical tasks in areas as strategic planning, consulting services, program and acquisition management, independent estimates and assessments, cost analysis training, research, and any reporting and documentation associated with project objectives. Works closely with senior staff members to ensure work effort meets client requirements.

Principal Functional Specialist

Minimum Education/Experience: Bachelor’s degree with at least 12 years of relevant experience

Functional Responsibilities: Plan, perform, direct and coordinate a variety of critical and complex tasks service areas as strategic planning, consulting services, program and acquisition management, independent estimates and assessments, cost analysis training, research, and any reporting and documentation associated with project objectives. Demonstrates knowledge, expertise and aptitude in developing solutions, recommendations and outcomes that address customer organization’s needs and challenges. Routinely interacts with senior level client representatives.

Jr. Cost Analyst

Minimum Education/Experience: Minimum of 1 year experience and Bachelor's Degree

Functional Responsibilities: Possess knowledge of applying analytic methodologies and principles to address client's needs. Supports analyst functions including data collection, interviewing, data modeling, project testing, and creation of performance measurements to support project objectives. Conducts activities in support of project team's objectives. Specializes in assisting with or performing analysis of actual cost data, assists with the production of forward looking cost estimates, and prepares presentations of cost data in meaningful formats. Works closely with senior Analysts or Team Leads.

Cost Analyst

Minimum Education/Experience: Minimum of 3 years of experience and Bachelor's Degree

Functional Responsibilities: Possesses demonstrated knowledge and experience applying analytic methodologies and principles to address client needs. Applies analytic techniques in the evaluation of project objectives and contributes to the implementation of strategic direction. Performs analyst functions including data collection, interviewing, data modeling, project testing, and creation of performance measurements to support project objectives. Conducts activities in support of project team's objectives. Specializes in performing analysis of actual cost data, acts as a task lead with the production of forward looking cost estimates, and oversees the presentations of cost data in meaningful formats. Directs the activities of junior staff as necessary.

Sr. Cost Analyst

Minimum Education/Experience: Minimum of 5 years of experience and Bachelor's Degree

Functional Responsibilities: Senior expert with extensive knowledge and experience developing and applying analytic methodologies and principles, and is recognized as a leader within functional area. Leads the application of analytic techniques and helps define project objectives and strategic direction. Is responsible for providing leadership and vision to client and project teams around the methodology. Resolves complex problems, which require an in-depth knowledge of analytic methodologies and principles. Directs the activities of more junior Analysts or other staff as necessary on activities related to the application of analytical techniques and methodologies. Specializes in leading a task in the analysis of actual cost data, the production of forward looking cost estimates, and leads a team in the presentations of cost data in meaningful formats. Demonstrated managerial and supervisory skills.

Principal Cost Analyst

Minimum Education/Experience: Minimum of 10 years of experience and Bachelor's Degree

Functional Responsibilities: Leading expert with superior knowledge and experience developing and applying analytic methodologies and principles, and is recognized as a top leader within functional area. Leads the application of analytic techniques and helps define project objectives and strategic direction. Is responsible for providing primary, senior leadership and vision to client and project teams around the methodology. Resolves complex problems, which require an in-depth knowledge of analytic methodologies and principles. Directs the activities of more junior Analysts or other staff as necessary on activities related to the application of analytical techniques and methodologies. Specializes in supervising task leads in the analysis of actual cost data, the production of forward looking cost estimates, and leads a team in the presentations of cost data in meaningful formats. Demonstrated managerial and supervisory skills. Demonstrated managerial and supervisory skills.

Professional Support Staff

Minimum Education/Experience: Minimum of a HS Diploma

Functional Responsibilities: Depending on the functional specialty, support the program management staff in the preparation of deliverables, internal reports, briefings, and drawings associated with the project being supported.

Associate Management Analyst

Minimum Education/Experience: Bachelor's degree (No required minimum experience)

Functional Responsibilities: Possesses knowledge, limited experience, and capabilities in the development of solutions, recommendations, or outcomes across multiple tasks and/or organizations. Supports the development of solutions to address organization's challenges. Supports project objectives and helps assess the impact of industry trends, policy, or standard methodologies. Conducts activities in support of project team's objectives. Works closely under the supervision of senior Management Consultants or Task Leads.

Jr. Management Analyst

Minimum Education/Experience: Bachelor's degree with at least 2 years of relevant experience

Functional Responsibilities: Possesses knowledge, some experience, and capabilities in the development of solutions, recommendations, or outcomes across multiple tasks and/or organizations. Supports the development of solutions to address organization's challenges. Supports project objectives and helps assess the impact of industry trends, policy, or standard methodologies. Conducts activities in support of project team's objectives. Works closely with senior Management Consultants or Task Leads.

Management Analyst

Minimum Education/Experience: Bachelor's degree with at least 6 years of relevant experience

Functional Responsibilities: Possess demonstrated knowledge, experience, and ability in the development of solutions, recommendations, or outcomes across multiple complex tasks and/or organizations. Evaluates option in the context of project objectives and contributes to the implementation of strategic direction. Supports project objectives through activities such as conducting interviews, gathering data, and developing recommendations in support of project objectives. Directs the activities of other staff as necessary.

Sr. Management Analyst

Minimum Education/Experience: Bachelor's degree with at least 10 years of relevant experience

Functional Responsibilities: Possesses significant knowledge, experience, and capabilities in the development of solutions, recommendations, or outcomes across multiple tasks and/or organizations. Supports the development of solutions to address organization's challenges. Supports project objectives and helps assess the impact of industry trends, policy, or standard methodologies. Conducts activities in support of project team's objectives. Works closely with senior management personnel.

Principal Management Analyst

Minimum Education/Experience: Bachelor's degree with at least 15 years of relevant experience

Functional Responsibilities: Senior expert that possesses demonstrated knowledge, extensive experience in the development of solutions, recommendations, or outcomes across multiple complex tasks in multiple organizations. Defines project objectives and strategic direction. Is responsible for providing leadership and vision to client and project teams and serves as a key facilitator between multiple teams to achieve objectives of complex efforts. Directs the activities of more junior staff as necessary.

Subject Matter Expert 1

Minimum Education/Experience: Bachelor's degree with at least 15 years of relevant experience

Functional Responsibilities: Possesses extensive enterprise-wide knowledge and experience in one or more functional areas. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions. Is responsible for providing high level vision to program/project manager or senior client leadership to influence objectives of complex efforts. Utilized on projects for their specific expertise in support of the creation of comprehensive methods for describing current and/or future structure and behavior of an organization's processes, systems, personnel and organizational sub-units, so that they align with the organization's core goals and strategic direction. Provides high-level insight and guidance to have an effect on objectives of complex efforts and in support of client organization's strategic purpose and goals.

Subject Matter Expert 2

Minimum Education/Experience: Bachelor's degree with at least 20 years of relevant experience

Functional Responsibilities: Possesses extensive enterprise-wide knowledge and experience in one or more functional areas. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions. Is responsible for providing high level vision to program/project manager or senior client leadership to influence objectives of complex efforts. Utilized on projects for their specific expertise in support of the creation of comprehensive methods for describing current and/or future structure and behavior of an organization's processes, systems, personnel and organizational sub-units, so that they align with the organization's core goals and strategic direction. Provides high-level insight and guidance to have an effect on objectives of complex efforts and in support of client organization's strategic purpose and goals.

Subject Matter Expert 3

Minimum Education/Experience: Bachelor's degree with at least 25 years of relevant experience

Functional Responsibilities: Possesses extensive enterprise-wide knowledge and experience in one or more functional areas. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions. Is responsible for providing high level vision to program/project manager or senior client leadership to influence objectives of complex efforts. Utilized on projects for their specific expertise in support of the creation of comprehensive methods for describing current and/or future structure and behavior of an organization's processes, systems, personnel and organizational sub-units, so that they align with the organization's core goals and strategic direction. Provides high-level insight and guidance to have an effect on objectives of complex efforts and in support of client organization's strategic purpose and goals.

Subject Matter Expert 4

Minimum Education/Experience: Bachelor's degree with at least 30 years of relevant experience

Functional Responsibilities: Possesses extensive enterprise-wide knowledge and experience in one or more functional areas. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions. Is responsible for providing high level vision to program/project manager or senior client leadership to influence objectives of complex efforts. Utilized on projects for their specific expertise in support of the creation of comprehensive methods for describing current and/or future structure and behavior of an organization's processes, systems, personnel and organizational sub-units, so that they align with the organization's core goals and strategic direction. Provides high-level insight and guidance to have an effect on objectives of complex efforts and in support of client organization's strategic purpose and goals.

SINs 871 1 and 871 2:

Program Manager

Minimum Education/Experience: Bachelor's degree with at least 15 years of relevant experience

Functional Responsibilities: Provides planning, direction, and coordination functions of a designated program or complex project to ensure contract performance requirements and objectives are accomplished. Directs activities of personnel on a specific project. Responsible for budget, schedule, and performance. Monitors and controls expenditures.

Project Manager III

Education/Experience: Bachelor's degree with at least 10 years of relevant experience

Functional Responsibilities: Provides planning, direction, and coordination functions of a designated complex project to ensure contract performance requirements and objectives are accomplished. Directs activities of personnel on a specific project. Responsible for budget, schedule, and performance. Monitors and controls expenditures.

Project Manager II

Education/Experience: Bachelor's degree with at least 8 years of relevant experience

Functional Responsibilities: Provides planning, direction, and coordination functions of a designated project to ensure contract performance requirements and objectives are accomplished. Directs activities of personnel on a specific project. Responsible for budget, schedule, and performance. Monitors and controls expenditures.

Project Manager I

Education/Experience: Bachelor's degree with at least 5 years of relevant experience

Functional Responsibilities: Provides planning, direction, and coordination functions of a designated projects to ensure contract performance requirements and objectives are accomplished. Directs activities of personnel on a specific project. Responsible for budget, schedule, and performance. Monitors and controls expenditures.

Subject Matter Expert IV

Education/Experience: Bachelor's degree with at least 25 years of relevant experience

Functional Responsibilities: Provides advice in highly specialized technical, program, or project areas. Provides expert guidance and advice in the PES primary disciplines and functional specialties including but not limited to, engineering design, requirements analysis, feasibility analysis, studies.

Subject Matter Expert III

Education/Experience: Bachelor's degree with at least 20 years of relevant experience

Functional Responsibilities: Provides advice in highly specialized technical, program, or project areas. Provides expert guidance and advice in the PES primary disciplines and functional specialties including but not limited to, engineering design, requirements analysis, feasibility analysis, studies.

Subject Matter Expert II

Education/Experience: Bachelor's degree with at least 15 years of relevant experience

Functional Responsibilities: Provides advice in technical, program, or project areas. Provides expert guidance and advice in the PES primary disciplines and functional specialties including but not limited to, engineering design, requirements analysis, feasibility analysis, studies.

Subject Matter Expert I

Education/Experience: Bachelor's degree with at least 10 years of relevant experience

Functional Responsibilities: Provides advice in technical, program, or project areas. Provides expert guidance and advice in the PES primary disciplines and functional specialties including but not limited to, engineering design, requirements analysis, feasibility analysis, studies.

Engineer/Analyst V

Education/Experience: Bachelor's degree with at least 15 years of relevant experience. Substitutions do not apply.

Functional Responsibilities: Plans, organizes, direct, and conducts strategic planning for highly specialized technical programs of extensive scope and complexity. The engineering problems are difficult to define, and may require novel approaches and the use of sophisticated techniques. Has extensive technical responsibility for interpreting, organizing, executing, and coordinating assignments, including the direction of other staff.

Engineer/Analyst IV

Education/Experience: Bachelor's degree with at least 10 years of relevant experience. Substitutions do not apply.

Functional Responsibilities: Plans, organizes, direct, and conducts strategic planning for highly specialized technical programs of extensive scope and complexity. The engineering problems are difficult to define, and may

require novel approaches and the use of sophisticated techniques. Has extensive technical responsibility for interpreting, organizing, executing, and coordinating assignments, including the direction of other staff.

Engineer/Analyst III

Education/Experience: Bachelor's degree with at least 5 years of relevant experience. Substitutions do not apply.

Functional Responsibilities: Plans, organizes, direct, and conducts strategic planning for highly specialized technical programs. The engineering problems are difficult to define, and may require novel approaches and the use of sophisticated techniques. Has moderate/extensive technical responsibility for interpreting, organizing, executing, and coordinating assignments, including the direction of other staff.

Engineer/Analyst II

Education/Experience: Bachelor's degree with at least 2 years of relevant experience. Substitutions do not apply.

Functional Responsibilities: Applies specialized knowledge of engineering disciplines and functional specialties in areas of assignments for strategic planning for high specialized technical programs or acquisition and life-cycle management services. Works under the general supervision of more senior engineer/analyst.

Engineer/Analyst I

Education/Experience: Bachelor's degree with at least 1 years of relevant experience. Substitutions do not apply.

Functional Responsibilities: Typically uses prescribed methods, performs specific and limited portions of broader assignments for high specialized technical programs or acquisition and life-cycle management services. Works under the supervision of more senior staff.

Substitutions

Master's degree substitutes for 2 years of experience and PhD substitutes for 4 years of experience. With a High School Diploma, 4 years of experience substitutes for a Bachelor's Degree, 6 years of experience substitutes for a Master's Degree and 8 years of experience substitutes for a PhD. With a Bachelor's Degree, 2 years of experience substitutes for a Master's Degree and 4 years of experience substitutes for a PhD. With a Master's degree, 2 years of experience substitutes for a PhD.

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