# Ocean Associates, Inc.

Ocean Associates, Inc.
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Labor Commercial Price List. Valid until replaced.

## Scientific and Technical, Administrative, and Information Technology Services

| Category (Band) | Hourly | Education | Experience Expected and Position Description |
|---|---|---|---|
| Clerical / Administrative (General) (2) | $52.10 | High School | Greater than 1 year of relevant experience or bachelors and no experience. **Provides** office clerical, secretarial, and admin. functions including typing, payroll, travel, and filing. Works under general supervision. |
| Consultant (6) | $94.65 | BS in Eng'g, Science , IT, Languages, Business or relevant field | Greater than 5 years of relevant experience. **Provides** mid level subject matter expertise in science, eng'g, IT, econ., GIS, administrative systems, history, geog., sociology, acquisitions, languages/translations, regulatory and related areas at state and national level, under guidance of senior staff. May supervise junior staff. |
| Senior  Consultant (8) | $119.53 | MS in Eng'g, Science, IT, Languages. History, Geog., Sociology, Business or relevant field. | Greater than 10 years of relevant experience. **Provides** program and task order mgt. support. Provides senior level subject matter expertise in science,,eng'g, IT, econ., GIS, administrative systems, history, geog., sociology, acquisitions, languages/translations, regulatory and related areas at state, national and/or international level. May supervise senior staff. Works with minimal supervision. |
| Supervisory Consultant (9) | $138.98 | MS in Eng'g, Science, IT, Languages, History, Geog., Sociology, Business or relevant field. | Greater than 15 years of relevant experience. **Provides** technical oversight of individual projects and program mgt. Provides senior level subject matter expertise in , science ,eng'g, econ., GIS, administrative systems, IT, history, geog., sociology, acquisitions,  languages/translations, regulatory and related areas at state, national and/or international level. Supports senior client staff. |
| Editor/Graphics Specialist (4) | $63.51 | BA or equiv. exp. in science, languages, arts, or graphic design | Greater than 3 years of relevant experience. **Provides** composition, editorial or graphics design functions on technical documents and presentations in science, eng'g, IT, econ., history, geog., sociology, regulations and related areas. Works under supervision. |
| Engineer (6) | $94.65 | BS in Eng'g, Science , IT, or relevant field | Greater than 5 years of relevant experience. **Provides** mid level subject matter expertise in engineering and related areas at state and national level, under guidance of senior staff. May supervise junior staff. |

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|---|---|---|---|
| Senior Engineer (8) | $119.53 | MS in Eng'g, Science, IT, History, Geog., Sociology or relevant field. | Greater than 10 years of relevant experience. **Provides** program and task order management support. Provides senior level subject matter expertise in engineering and related areas at state, national and/or international level. May supervise senior staff. Works with minimal supervision. |
| Project Manager (10) | $159.36 | PhD in Eng'g, Science, IT, History, Geog., Sociology or relevant field. | Greater than 15 years of relevant experience. **Responsible** for program mgt. Provides extensive senior level expertise in mgt. of national/international Science, eng'g, IT, projects. Provides subject matter expertise in science, technology, history, geog., sociology, languages, regulatory and related areas at state, national/int;l level. Supports client's senior managers. |
| Jr. Scientist /Technician /Administrative (3) | $56.03 | BS or equiv. exp. In science, IT, economics, history, anthropology, geography, sociology, business, GIS languages, arts, graphic design or relevant subject. | Greater than 2 years of relevant experience. **Provides** junior level subject matter expertise in science, economics, GIS, history, geography, sociology, regulatory and related areas at state and national level, under guidance of senior staff. In IT, serves as expert in software setup and use, network use, and maintenance of information systems. Provides coordination of administrative functions. Develops and implements filing, data storage, inventory, and procurement systems in support of science and engineering and regulatory functions. May coordinate travel and meeting logistics for senior managers and staff. Operates under own initiative with minimal supervision. May supervise junior staff |
| Senior Technician/ Admin. (5) | $83.43 | BS or equiv. experience in IT, Eng'g, Science, Business or relevant field | Greater than 3 years of relevant experience. **Provides** jr. to mid level subject matter expertise in science, eng'g, econ., GIS, administrative and acquisition systems, languages/translations, IT, regulatory and related areas at state and national level, under guidance of senior staff. May supervise junior staff. |
| Scientist (6) | $83.43 | BS in Eng'g, Science , IT, or relevant field | Greater than 5 years of relevant experience. **Provides** mid level subject matter expertise in science, economics, GIS, IT, history, geography, sociology, regulatory and related areas at state and national level, under guidance of senior staff. May supervise junior staff. |
| Senior Scientist (8) | $119.53 | MS in Eng'g, Science, IT, History, Geog., Sociology or relevant field. | Greater than 10 years of relevant experience. **Provides** program and task order management support. Provides senior level subject matter expertise in science, economics, GIS applications, IT, history, geography, sociology, regulatory and related areas at state, national and/or international level. May supervise senior staff. Works with minimal supervision. |

| Category (Band) | Hourly | Education | Experience Expected and Position Description |
|---|---|---|---|
| Systems Analyst I (Human , Biological, Integrated) (2) | $50.50 | BS or BA in Eng'g, Econ, IT, Science, History, Geog., Sociology, Business or relevant subj. | No experience required. **Provides** junior level subject matter expertise in science, economics, history, geography, IT, GIS application, administrative and acquisition systems, languages/translations, sociology, regulatory and related areas at state and national level, under guidance of senior staff. Such systems include (among others) ecosystems, administrative and acquisition, communities, pre-historic and present cultures, and international relationships. |
| Systems Analyst I (Physical and Technical) (2) | $50.50 | BS or BA in Eng'g, Econ, IT, Science, History, Geog., Sociology, Business or relevant subj. | No experience required. **Provides** junior level subject matter expertise in systems engineering, modeling, GIS design and development, Information Technology, administrative and acquisition, languages/translations, regulatory reporting, monitoring, and enforcement systems development and related areas at state and national level, under guidance of senior staff. These systems include (among others) research and fishing vessels, ocean and atmospheric physical systems, biological, meteorological and oceanographic data acquisition and processing systems, ship and facility systems in support of environmental services, data recording and analysis systems, and complex modeling systems. |
| Systems Analyst II (Human , Biological, Integrated)(5) | $82.51 | BS in Eng'g, Econ., Science. IT or relevant subject | Greater than 3 years relevant experience. **Provides** mid level subject matter expertise in science, economics, history, geography, IT, GIS application, sociology, regulatory and related areas at state and national level, under guidance of senior staff. Such systems include (among others) ecosystems, communities, pre-historic and present cultures, and international relationships. |
| Systems Analyst II (Physical and Technical) (5) | $82.51 | BS in Eng'g, Econ., Science. IT, Business, or relevant subject | Greater than 3 years relevant experience. **Provides** mid level subject matter expertise in systems engineering, modeling, GIS design and development, Information Technology, administrative and acquisition systems, languages/translations, regulatory reporting, monitoring, and enforcement systems development and related areas at state and national level, under guidance of senior staff. These systems include (among others) research and fishing vessels, ocean and atmospheric physical systems, biological, meteorological and oceanographic data acquisition and processing systems, ship and facility systems in support of environmental services, data recording and analysis systems, complex modeling systems and administrative and acquisition systems. In IT, serves as expert in software acquisition, and websites and network design . |

| Category (Band) | Hourly | Education | Experience Expected and Position Description |
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| Senior Systems Analyst (Human, Biological, Integrated) (5) | $90.98 | BS in Eng'g, Econ., IT, Science or relevant subject. | Greater than 5 years of relevant experience. **Provides** mid level subject matter expertise in science, economics, history, geography, IT, GIS application, sociology, regulatory and related areas at state and national level, under guidance of senior staff. Such systems include (among others) ecosystems, communities, pre-historic and present cultures, and international relationships. May supervise junior staff. |
| Senior Systems Analyst (Physical and Technical) (5) | $90.98 | BS in Eng'g, Econ., IT, Science, Business or relevant subject. | Greater than 5 years of relevant experience. **Provides** mid level subject matter expertise systems engineering, modeling, GIS design and development, Information Technology, administrative and acquisitions systems, languages/translations, regulatory reporting, monitoring, and enforcement systems development and related areas at state and national level under guidance of senior staff. . These systems include (among others) research and fishing vessels, ocean and atmospheric physical systems, biological, meteorological and oceanographic data acquisition and processing systems, ship and facility systems in support of environmental services, data recording and analysis systems, and complex modeling systems. May develop remote sensing algorithms for environmental- parameter measurements. In Information Technology, serves as team leader in software, network operation, websites, and system architecture. May supervise junior staff. |
| Principle Systems Analyst (Human, Biological, Integrated) (7) | $106.78 | MS in Eng'g, IT, Econ., Science, History, Geog., Sociology, Business or relevant subj. | Greater than 10 years of relevant experience. **Provides** senior subject matter expertise in science, economics, history, geography, IT, GIS application, administrative systems, sociology, regulatory and related areas at state and national level. Such systems include (among others) ecosystems, administrative, communities, pre-historic and present cultures, and intern'l relationships. May supervise senior staff. |

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| Principle Systems Analyst (Physical and Technical) (7) | $106.78 | MS in Eng'g, IT, Econ., Science, History, Geog., Sociology, Business or relevant subj. | Greater than 10 years of relevant experience. **Provides** senior subject matter expertise in systems engineering, modeling, GIS design and development, Information Technology, administrative and acquisition systems, languages/translations, regulatory reporting, monitoring, and enforcement systems development and related areas at state and national level. These systems include (among others) research and fishing vessels, ocean and atmospheric physical systems, biological, meteorological and oceanographic data acquisition and processing systems, ship and facility systems in support of environmental services, data recording and analysis systems, and complex modeling systems. May supervise senior staff. |
| Technical Writer (1) | $36.11 | BA: English, Languages, Science, IT, or technical field | No experience required. **Prepares** manuals, reports, procedures, brochures, guides, specifications, and technical documentation under guidance of senior staff. Provides languages/translations as required. |
| Technical Writer II (5) | $80.94 | BA in English, Languages, Science, IT, or technical field. | Greater than 3 years of relevant experience. **Prepares** manuals, reports, procedures, brochures, guides, specifications, and other technical documentation under guidance of senior staff. Provides languages/translations as required. |
| Senior Technical Writer (6) | $102.03 | MA/MS in English, Languages, Journalism, scientific, IT or technical discipline | Greater than 10 years of relevant experience. **Prepare** manuals, reports, guides, procedures, brochures, specifications, and related materials working independently in complex situations. May provide mid level to senior subject matter expertise in science, eng'g, econ., history, IT, geog., sociology, administrative and acquisition systems, regulatory systems and related areas at state and national level. May supervise junior staff. |
| Program Control Specialist (3) | $52.10 | BA in Business, Mgt, Act'g, Business or related field | Greater than 2 years experience in prep. and analysis of financial statements, tracking of project costs, and maintenance of project cost spreadsheets. **Provides** program control support for strategic, tactical, and operational level planning and management. Prepares, analyses, and updates project schedules and cost spreadsheets related to studies, assessments, administrative appeals, and development of cost estimates and work descriptions for technical, logistics, or engineering projects. Assists in procurement. Provides program control support to source selection efforts and private-public partnerships. |

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| Secretariat Support Officer (4) | $71.23 | BS in Eng'g, Languages, IT, Admin., Science or relevant subject | Greater than 3 years of relevant experience. **Coordinates** activities and development of positions, organizes and disseminates information, assists in convening meetings and reporting on results, and provides general support to the org. Works under guidance of senior staff or Secretariat Board. May supervise junior staff. Is knowledgeable of Secretariat subject matter, including science, issues, and regulations at national/international level. For international org's, multiple language skills are a plus, and may be required. |
| Executive Administrator (5) | $88.96 | BA or equiv. exper. in admin | Greater than 6 years of relevant experience. Furnishes and obtains information from multiple sources. Organizes and maintains files. Acts as receptionist, screens calls, letters, and visitors, answers routine questions and furnishes information. Schedules appointments, maintains schedules and work plans, and coordinates meetings, transcribes dictation, Composes and types routine correspondence. Routes or answers routine correspondence. Prepares special reports, gathering and summarizing data, conducts procurements and administers contracts. Conducts procurement and administers contracts. Organizes and expedites flow of work through manager's office. Provides supervision, training and guidance to lower level administrative assistants. Reports to senior manager. |
| Principal Scientific Analyst, Programmer, Data Base Designer, DB Administrator, Web Designer (7) | $106.78 | MS in Info Tech., Eng'g, Science, History, Geog., Sociology or relevant field. | Greater than 8 years of experience in design, coding, and documentation of programs for computers and related equipment used for scientific or technical projects. **Performs** advanced scientific programing and numerical analyses to solve physical and biological problems; analyzes, designs, codes, and documents complex applications for computers appropriate to scientific projects; designs and implements databases and supports the introduction of computer aided software engineering methodology and tools; provides support to establish; perform network administration; understand and apply Government cybersecurity requirements and manage a customized, integrated hardware/software environment. May lead task teams. |
| Trainer (10) | $166.73 | BS or higher in relevant areas | More than 6 years of experience in training programs. Designs agendas, structures process, facilitates training, and documents action items. Uses appropriate skills to manage the process. |

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| Senior Trainer (11) | $191.73 | MS or higher in relevant areas | More than 25 years of experience in training programs. Designs agendas, structures process, contracts with experts, facilitates training, and documents action items. Uses appropriate skills and behaviors to manage the process. Manages the acquisition of experts and training facilities and any remote communication capabilities. |
| Program Manager (10) | $173.07 | PhD in Eng'g, Science, Info Tech, History, Geog., Sociology or relevant field. | Greater than 15 years of relevant experience including senior corporate or Government positions. **Responsible** for program mgt. involving multiple contractors and other groups. Provides extensive senior level expertise in mgt. of national and international IT, . Science, eng'g projects. Provides subject matter expertise in info. Technology, science, technology, history, geog., sociology, regulatory and related areas at state, national and/or international level. Supports or represents client's senior managers. In Info Tech, responsible for organization's IT services, including software, networks, help desk, security, web-design and presence, and interface with other related systems. |
| Executive Consultant I (11) | $226.62 | PhD in Eng'g, Science, IT, History, Geog., Sociology, Management, Business or relevant field. | Greater than 15 years experience including senior-most advisory positions in Gov't or industry. **Responsible** for methods to advise client. Provides extensive top level expertise in mgt. of national and international IT, science, eng'g projects to upper mgt.. Provides subject matter expertise in science, technology, history, geog., sociology, administrative systems, regulatory and related areas at state, national and/or international level. Organizes and provides expert testimony. Represents or assists client's senior-most managers. |
| Executive Consultant II (12) | $290.69 | PhD in Eng'g, Science, IT, History, Geog., Sociology, Management, Business or relevant field. | Greater than 20 years of relevant experience including senior-most advisory positions in Government or industry. **Responsible** for consulting methods to advise client. Provides extensive senior-most level expertise in mgt. of national and international projects to upper mgt.. Provides subject matter expertise in science, technology, history, geog., sociology, administrative systems, regulatory and related areas at state, national and/or international level. Organizes and provides expert testimony. Represents client with client's Board of Directors, legislatures, and regulatory groups. |

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|---|---|---|---|
| Facilitator  (11) | $249.59 | BS or higher in relevant areas | More than 10 years experience as facilitator. Designs agendas, arranges and facilitates discussions, and documents action items. Uses methods such as brainstorming, creative thinking, problem solving, and conflict management. Promotes collaborating and is an expert in assisting divergent groups be successful. Knows strategic planning approaches suitable for diverse groups to help them attain organizational goals. Has excellent communication and people skills. Facilitates middle and senior level sessions. |
| Senior Facilitator (12) | $290.69 | MS or higher in relevant areas | More than 15 years experience as facilitator. **Designs** agendas, arranges and facilitates discussions and documents action items. Can attract top-level participants when needed. Uses appropriate methods such as brainstorming, creative thinking, problem solving, and conflict management. Promotes collaborating and building teams and is an expert in assisting divergent groups be successful. Knows strategic planning suitable for diverse groups to help them attain organizational goals. Has top-tier communication and people skills. Facilitates top-level teams and retreats. Is positioned to take results to Boards, Regulators, and the Congress. |
| Program Director (12) | $290.69 | MBA or MS. in relevant areas | More than 15 years of experience in integrated discipline areas in federal or corporate senior management. Oversees and guides project and program managers. Shapes organizational agendas and strategic plans. Provides top level analysis of goals, improvement plans, change management and leadership improvement. Measures and improves performance of the body, ensures proper training programs and establishes coalitions within and outside the organization to accomplish mission goals. |
| Clerical/Administrative/Technician (1) | $36.11 | High School | No experience required. For clerical/administrative roles, provides office clerical, secretarial, and administrative functions including but not limited to program support administration, financial analysis, reporting, information management, travel management, inventory control and clerical support. In IT roles, assists in installation, configuration and integration of hardware, software and network components as directed.  This is an entry level position and works under general supervision. |

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|---|---|---|---|
| Administrative/Technician (2) | $52.10 | High School | 2 years of relevant experience. Provides jr – mid level subject matter expertise in administrative systems, IT, science, engineering and related areas under guidance of senior staff. In IT, serves as expert in software setup and use, network use, and maintenance of information systems. Assists in installation, configuration and integration of hardware, software and network components as directed. In administrative roles, performs office clerical, secretarial, and administrative functions including but not limited to program support administration, financial analysis, reporting, information management, travel management, inventory control and clerical support. Works under general supervision. |
| Sr. Admin/Technician (5) | $83.43 | Bachelor's Degree | 3 years of relevant experience. Provides subject matter expertise in administrative systems, IT, science, engineering and related areas under guidance of senior staff. In IT, serves as expert in software setup and use, network use, and maintenance of information systems. Supervises installation, configuration and integration of hardware, software and network components. In administrative roles, performs office clerical and administrative functions including but not limited to program support administration, financial analysis, reporting, information management, travel management, inventory control, briefings/presentations and clerical support. Works with limited supervision and direction. Required to use judgment and initiative in problem solving. Provides supervision to junior administrative assistants. |
| Jr. IT Project Manager (5) | $83.43 | Bachelor's Degree in IT, Engineering, Business, Science or relevant field. | 3 years of relevant experience. Manages one or more aspects on a client project. Activities include, but are not limited to, project planning, project monitoring and control, technical oversight, personnel management, risk management, supplier management, reporting and customer coordination. Works under supervision of more senior project manager for large, complicated projects. Supports a client's senior managers. |

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| IT Project Manager (6) | $94.65 | Bachelor's Degree in IT, Engineering, Business, Science or relevant field. | 5 years of relevant experience. Manages one or more client projects. Activities include, but are not limited to, project planning, project monitoring and control, technical oversight, personnel management, risk management, supplier management, and reporting. Responsible for technical, cost and schedule performance of the project. Interacts directly with the client as needed to coordinate program activities. Supports client's senior managers. |
| Sr. IT Project Manager (7) | $106.78 | Master's Degree in IT, Engineering, Business, Science or relevant field. | 5 years of relevant experience. Plan and direct technological improvements and project management implementation. Encompasses all management functions necessary to manage the planning and execution of IT systems throughout the engineering lifecycle. Responsible for technical, cost and schedule performance of the project. Provides programmatic oversight and direction on behalf of a customer to support the development of such systems. Provides supervision to junior project managers on complex client assignments. |
| IT Consultant (6) | $94.65 | Bachelor's Degree in IT, Engineering, Business, Science or relevant field | 5 years of relevant experience. Mid-level subject matter or industry expert in technical or functional field. Provides consultative services for projects related to their area of expertise. Provides mid-level subject matter expertise in information technology, engineering, business, administrative systems, or other acquisition programs. Gathers data, conducts analysis, produces and reviews deliverables (reports, briefings, etc). Works independently or as part of a project team. |
| Sr. IT Consultant (9) | $138.98 | Master's Degree in IT, Engineering, Business, Science or relevant field. | 8 years of relevant experience. Subject matter or industry expert in a technical or functional field. Provides consultative services for projects related to their area of expertise. Provides senior level subject matter expertise in information technology, engineering, business, acquisitions, administrative systems and related areas at state, national and/international level. Leads small teams to gather data, conduct analysis, produce and review deliverables (reports, briefings, etc). Provides program and task order management support. May supervise other more junior staff. Works with minimal supervision. |

| Category (Band) | Hourly | Education | Experience Expected and Position Description |
|---|---|---|---|
| Supervisory IT Consultant (11) | $226.62 | Master's Degree in IT, Engineering, Business, Science or relevant field. | 12 years of relevant experience. Recognized as a subject matter or industry expert in technical or functional field. Provides consultative services for projects related to area of expertise. Provides senior level subject matter expertise in information technology, engineering, business, administrative systems, acquisitions and related areas at state, national and/or international level. Leads project teams to gather data, conduct analysis, produce and review deliverables (reports, briefings, etc.). Provides technical oversight of individual projects and program management. Supports senior client staff. May supervise subcontractors. |
| Executive IT Consultant (12) | $290.69 | PhD in IT, Engineering, Business, Science or relevant field. | 15 years of relevant experience. Widely recognized as a subject matter or industry expert in technical, engineering or functional field. Provides consultative services for programs related to their area of expertise. Provides senior level subject matter expertise in information technology, engineering, business, administrative systems, acquisitions and related areas at state, national and/or international levels. Leads project teams to gather data, conduct analysis, produce and review deliverables (reports, briefings, etc). Provides technical oversight of individual projects and program management. Point of contact for interaction with senior client management and staff. |
| Jr. Systems Engineer (3) | $55.55 | Bachelor's in IT, Systems Engineering, Science or relevant field. | No experience required. Assists in systems engineering tasks, including concept definition, requirements analysis, architecture, detail design, modeling and analysis, integration, verification and validation, system testing and transition to operations. Develops system requirements and interface controls to integrate networks, operating systems, legacy systems and high-end technologies to provide system solutions. Works as part of a team under the supervision of more senior systems engineers for complex efforts. |

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|---|---|---|---|
| Systems Engineer (6) | $94.65 | Bachelor's in IT, Systems Engineering, Science or relevant field. | 5 years of relevant experience. Performs systems engineering tasks, including concept definition, requirements analysis, architecture, detail design, modeling and analysis, integration, verification and validation, testing and transition to operations. Develops system requirements through functional decomposition and allocation. Designs and documents interface controls to integrate networks, operating systems, legacy systems and high-end technologies to provide system solutions. Works independently or as part of a team with more senior systems engineers for complex efforts. |
| Sr. Systems Engineer (8) | $119.53 | Master's in IT, Systems Engineering, Science or relevant field. | 5 years of relevant experience. Performs systems engineering tasks, including concept definition, requirements analysis, architecture, detail design, modeling and analysis, integration, verification and validation, test planning and transition to operations. Develops system requirements through functional decomposition and allocation. Designs interface controls to integrate networks, operating systems, legacy systems and high-end technologies to provide system solutions. Works independently or as part of a team with more senior systems engineers for complex efforts. May supervise junior staff. |
| Principal Systems Engineer (10) | $173.07 | PhD in IT, Systems Engineering, Science or relevant field. | 10 years of relevant experience. Manages large teams on complex assignments to accomplish systems engineering tasks, including concept definition, requirements analysis, architecture, detail design, modeling and analysis, integration, verification and validation, test planning and transition to operations. Develops system requirements and interface controls to integrate networks, operating systems, legacy systems and high-end technologies to provide system solutions. Responsible for technical, cost and schedule performance of systems engineering projects. May supervise other senior staff and subcontractors. |

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|---|---|---|---|
| Jr. Software Engineer (3) | $55.55 | Bachelor's in IT, Computer Science, Engineering or relevant field | No experience required. Assists in engineering tasks necessary for all aspects of software production, including requirements analysis and specification, design, development, integration and test of software systems. Applies open technical standards and protocols to deliver quality designs and products which can interoperate with other software. Performs detailed design of software units to meet functional and interface requirements. Performs unit and system level testing of software. Familiar with industry standards for software engineering. Works as part of a team under the supervision of more senior software engineers for complex efforts. |
| Software Engineer (6) | $94.65 | Bachelor's in IT, Computer Science, Engineering or relevant field | 5 years of relevant experience. Performs engineering tasks necessary for all aspects of software production, including requirements analysis and specification, design, development, integration and test of software systems. Applies open technical standards and protocols to deliver quality designs and products which can interoperate with other software. Performs detailed design of software units to meet functional and interface requirements. Performs unit and system level testing of software. Contributes training material and conducts customer training on delivered products. Experienced with industry standards for software engineering. Works independently or as part of a team with more senior software engineers for complex efforts. |

| Category (Band) | Hourly | Education | Experience Expected and Position Description |
|---|---|---|---|
| Sr. Software Engineer (8) | $119.53 | Master's in IT, Computer Science, Engineering or relevant field | 5 years of relevant experience. Performs all engineering tasks necessary for production of software, including requirements analysis and specification, design, development, integration and test of software systems. Applies open technical standards and protocols to deliver quality designs and products which can interoperate with other software. Performs detailed design of software units to meet functional and interface requirements. Performs unit and system level testing of software. Develops training material and conducts customer training on delivered products. Maintains a broad knowledge of software engineering. Demonstrated ability to works independently or as part of a team with more senior software engineers on complex efforts. May supervise junior software engineers. |
| Principal Software Engineer (10) | $173.07 | PhD in IT, Computer Science, Engineering or relevant field | 10 years of relevant experience. Leads teams performing engineering tasks necessary for all aspects of software production, including requirements analysis and specification, design, development, integration and test of software systems. Applies open technical standards and protocols to deliver quality designs and products which can interoperate with other software. Directs the detailed design of software systems to meet functional and interface requirements. Plans, coordinates and supervises system level testing of software. Maintains a broad knowledge of software engineering principles. Responsible for technical, cost and schedule performance of software engineering projects. May supervise other software engineers and subcontractors. |

| Category (Band) | Hourly | Education | Experience Expected and Position Description |
|---|---|---|---|
| Jr. Developer (3) | $55.55 | Bachelor's in IT, Computer Science, Engineering or relevant field | No experience required. Performs software development tasks as assigned, including development, unit testing, and debugging of computer software. Contributes to system testing and documentation as directed. Performs programing and numerical analyses, analyzes, designs, codes, and documents complex applications for information systems; incorporates databases in software design; supports the introduction of computer aided software engineering methodology and tools; experienced using integrated development environments. Familiar with a variety of modern programming languages (e.g. C++, Java, Perl, etc.), web development technologies (e.g. HTML, JavaScript, PHP, etc.) and development tools (Eclipse, IntelliJ IDEA, etc.). Familiar with common source code control tools (e.g. Subversion), build management systems (e.g. Apache Ant, Maven, Bamboo, etc.) and issue/bug tracking systems (e.g. Bugzilla, JIRA, etc.). Works as part of a team under the supervision of more senior engineers for complex efforts. |
| Developer (6) | $94.65 | Bachelor's in IT, Computer Science, Engineering or relevant field | 5 years relevant experience. Performs all software development tasks, including design, development, unit testing, and debugging of computer software. Performs system testing; creates user documentation. Performs programing and numerical analyses, analyzes, designs, codes, and documents complex applications for information systems; incorporates databases in software design; experienced in computer aided software engineering methodology and tools.  Experienced in developing for several target operating systems; experienced using a variety of modern programming languages, web development technologies and development environments. Experienced using web server technologies. Employs common source code control tools, build management systems and issue/bug tracking systems. Works independently or as part of a team under the supervision of more senior engineers for complex efforts. |

| Category (Band) | Hourly | Education | Experience Expected and Position Description |
| --- | --- | --- | --- |
| Sr. Developer (8) | $119.53 | Master's in IT, Computer Science, Engineering or relevant field | 5 years relevant experience. Performs all software development tasks, including design, code development, code documentation, unit testing, and debugging of computer software. Performs system testing; creates user documentation. Performs programing and numerical analyses, analyzes, designs, codes, and documents complex applications for information systems; incorporates databases in software design; experienced in computer aided software engineering methodology and tools. Experienced in developing for several target operating systems; experienced using a variety of modern programming languages, web development technologies and development environments. Experienced using web service solution stacks. Implements and manages source code control tools, build management systems, and issue/bug tracking systems for complex projects. Provides peer reviews of computer code and other deliverable products. Demonstrated ability to work independently or as part of a team with other engineers on complex efforts. May supervise junior developers. |
| Principal Developer (10) | $173.07 | PhD in IT, Computer Science, Engineering or relevant field | 10 years relevant experience. Leads teams developing software, including design, code development, code documentation, unit and system testing, and debugging of computer software. Plans and manages system testing. Experienced in computer aided software engineering methodology and tools. Experienced in developing for several target operating systems; experienced using a variety of modern programming languages, web development technologies and development environments. Experienced using web service solution stacks. Implements and manages a development infrastructure including source code control tools build management systems and issue/bug tracking systems. Responsible for technical, cost and schedule performance of software development assignments. May supervise other developers and subcontractors. |

| Category (Band) | Hourly | Education | Experience Expected and Position Description |
|---|---|---|---|
| Jr. Network Engineer (3) | $55.55 | Bachelor's in IT, Computer Science, Engineering or relevant field | No experience required. Assists in all aspects of network engineering for information systems, including design, installation, configuration, test, operation and maintenance of network components such as interface cards, cabling, switches, routers firewalls, etc. Participates in the installation and acceptance testing of the system network and components. Monitors network performance to ensure quality of service metrics are met. Properly sets configuration options. Familiar with industry standards for information system networks. Assists in the planning and implementation of enhancements and upgrades to the network; may assist in performing cost/benefit studies of network design and assists in recommending enhancements; and isolates, resolves, or circumvents network problems. |
| Network Engineer (6) | $94.65 | Bachelor's in IT, Computer Science, Engineering or relevant field | 5 years relevant experience. Conducts all aspects of network engineering for information systems, including design, installation, configuration, test, operation and maintenance of network components such as interface cards, cabling, switches, routers firewalls, etc. Peforms installation and acceptance testing of the system network and components. Monitors network performance to ensure quality of service metrics are met. Properly sets configuration options. Experienced with industry standards for information system networks. Performs planning and implementation of enhancements and upgrades to the network; performs cost/benefit studies of network design to recommend enhancements; and isolates, resolves, or circumvents network problems. |

| Category (Band) | Hourly | Education | Experience Expected and Position Description |
|---|---|---|---|
| Sr. Network Engineer (8) | $119.53 | Master's in IT, Computer Science, Engineering or relevant field | 5 years relevant experience. Conducts all aspects of network engineering for information systems, including design, installation, configuration, test, operation and maintenance of network components such as interface cards, cabling, switches, routers firewalls, etc. Plans and directs installation and acceptance testing of the system network and components. Monitors network performance to ensure quality of service metrics are met. Properly sets configuration options. Employs industry standards for information system networks. Performs planning and implementation of enhancements and upgrades to the network; performs cost/benefit studies of network design to recommend enhancements; and isolates, resolves, or circumvents network problems. May supervise junior network engineers. |
| Principal Network Engineer (10) | $173.07 | PhD in IT, Computer Science, Engineering or relevant field | 10 years relevant experience. Leads teams performing all aspects of network engineering for information systems, including design, installation, configuration, test, operation and maintenance of network components. Plans and directs installation and acceptance testing of the system network and components. Negotiates quality of service metrics in service level agreements. Ensures industry standards are employed in information system network projects. Supervises planning and implementation of enhancements and upgrades to the network; directs cost/benefit studies of network design to recommend enhancements. Responsible for technical, cost and schedule performance of network engineering projects. May supervise other senior engineers and subcontractors. |

| Category (Band) | Hourly | Education | Experience Expected and Position Description |
|---|---|---|---|
| Jr. Information Assurance Engineer (3) | $55.55 | Bachelor's in IT, Computer Science, Engineering or relevant field | No experience required. Assists in tasks to plan, document, implement, monitor and test IT security policy for client systems. Assists in developing an enterprise-wide security architecture. Contributes content to system security plans to document engineering details of the security architecture. Uses automated tools to perform security scans of client information systems. Works with system administrators to remediate any vulnerability discovered. Assists in determining, implementing and monitoring proper security configurations of network components (e.g. routers, firewalls, etc.) and system endpoints (e.g. servers, workstations, printers, etc.) to meet industry standards and vendor recommendations. Participates in information assurance testing (e.g. penetration testing, failover testing) and exercises (e.g. incident response, continuity of operations exercises). Contributes to security test plans and procedures. Familiar with industry standards and government or client requirements for information assurance. Works as part of a team under the supervision of more senior IA engineers for complex efforts. |
| Information Assurance Engineer (6) | $94.65 | Bachelor's in IT, Computer Science, Engineering or relevant field | 5 years relevant experience. Performs all tasks to plan, document, implement, monitor and test IT security policy for client systems. Assists in developing the client's enterprise-wide security architecture. Gathers information and contributes content to system security plans to document engineering details of the security architecture. Uses automated tools to perform continuous monitoring of the vulnerability status of client information systems. Works with system administrators to remediate any vulnerability discovered. Implements secure configurations of network components and system endpoints to meet industry and vendor recommendations. Plans and participates in information assurance testing (e.g. penetration testing, failover testing) and exercises (e.g. incident response, continuity of operations exercises). Develops security test plans and procedures. Experienced with industry standards and government or client requirements for information assurance. Works independently or as part of a team with more senior IA engineers for complex efforts. Significant knowledge of the field and the ability to work independently on typical assignments. |

| Category (Band) | Hourly | Education | Experience Expected and Position Description |
|---|---|---|---|
| Sr. Information Assurance Engineer (8) | $119.53 | Master's in IT, Computer Science, Engineering or relevant field | 5 years relevant experience. Performs all tasks to plan, document, implement, monitor and test IT security policy for client systems.  Develops an enterprise-wide security architecture. Authors system security plans to document engineering details of the security architecture. Directs others in the use of automated tools to perform continuous monitoring of the vulnerability status of client information systems.  Works with system administrators to develop procedures to remediate vulnerabilities. Implements secure configurations of network components and system endpoints to meet industry and vendor recommendations.  Plans and participates in information assurance testing (e.g. penetration testing, failover testing) and exercises (e.g. incident response, continuity of operations exercises).  Develops security test plans and procedures. Performs risk analyses which also includes risk assessment. Experienced in implementing industry standards and government or client requirements for information assurance. Works independently or as part of a team with more senior IA engineers for complex efforts. Significant knowledge of the IA field and the ability to work independently on typical assignments.  May supervise junior engineers on IA assignments. |

| Category (Band) | Hourly | Education | Experience Expected and Position Description |
|---|---|---|---|
| Principal Information Assurance Engineer (10) | $173.07 | PhD in IT, Computer Science, Engineering or relevant field | 10 years relevant experience. Leads a team performing all tasks to plan, document, implement, monitor and test IT security policy for client systems. Directs development of an enterprise-wide security architecture and system security plans to document engineering details of the security architecture. Directs others in the use of automated tools to perform continuous monitoring of the vulnerability status of client information systems. Reviews and approves procedures to remediate vulnerabilities. Monitors the security posture of network components and system endpoints to meet industry and vendor recommendations. Lead role to plans and conduct information assurance testing and exercises. Reviews and approves security test plans and procedures. Experienced directing teams to implement industry standards and government or client requirements for information assurance. Works independently or as part of a team with systems, software and network engineers for complex efforts. Significant knowledge of the IA field and the ability to work independently on typical assignments. Responsible for technical, cost and schedule performance of IA engineering projects. May supervise other engineers and subcontractors. |
| Junior Specialist (3) | $55.55 | Bachelor's in IT, Engineering, Science or relevant field. | No experience required. Assists in tasks as directed by a more senior member of the program team or the client. Junior Specialists focus in one of the following assignments: Level 1 Help Desk support (e.g. password resets, printer set-up, trouble ticket routing and escalation), desktop training, technical writing, system administration for small information systems, operations support, database operation and other related services. Works as part of a team under the supervision of more senior engineers for complex efforts. |

| Category (Band) | Hourly | Education | Experience Expected and Position Description |
|---|---|---|---|
| Specialist (4) | $71.23 | Bachelor's in IT, Engineering, Science or relevant field. | 2 years relevant experience. Performs technical tasks necessary to develop and operate information systems. Help Desk specialists may provide Level 2 support (e.g. troubleshooting and repair of workstations and laptops) and Level 3 support (e.g. troubleshooting and repair of server, network and infrastructure). Quality Assurance specialists are expert with industry and client quality control procedures, review all deliverables for compliance and provide document management. Training specialists are experienced in developing machine-based training systems and conducting large scale or remote training sessions. System administration specialists provide operations support such as hardware and software installation, backup and restoration, patching, and upgrades. Database administration specialists provide capacity planning, installation, configuration, performance monitoring and tuning, data conversion or migration and data recovery services. Specialists work independently or as part of a team. |
| Senior Specialist (6) | $90.96 | Bachelor's in IT, Engineering, Science or relevant field. | 4 years relevant experience. Leads technical tasks necessary to support the development and operation of information systems. Senior Specialists direct a variety of services including Help Desk support, quality assurance, training, system administration and database administration. Responsible for technical, cost and schedule performance of assignments. May supervise other specialists and subcontractors. |
| Computer Operator  (2) | $49.64 | High School | 2 years relevant experience. The Computer Operator monitors and operates the control console of either a mainframe digital computer or a group of minicomputers, in accordance with operating instructions, to process data.  Work is characterized by the following: Studies operating instructions to determine equipment setup needed. Loads equipment with required items (tapes, cards, paper, etc.). Switches necessary auxiliary equipment into system; Diagnoses and corrects equipment malfunctions; Reviews error messages and makes corrections during operation or refers problems; Maintains operating record. |

| Category (Band) | Hourly | Education | Experience Expected and Position Description |
|---|---|---|---|
| Personal Computer Support Technician (2) | $45.47 | High School | 2 years relevant experience. The Personal Computer Support Technician provides support to distributed PC/networking environment including installation, testing, repair, and troubleshooting for stand-alone PCs, PCs linked to networks, printers, and other computer peripherals.  Support responsibilities include software installation, and configurations.  This technician performs technical, operational, and training support to users of personal computers either by telephone, or on-site for PC desktop hardware and software packages. Job duties require the technician to install and test personal computers, printers, and other peripherals, configure operating system, load shrink-wrap programs and other application software programs. In this position, the incumbent troubleshoots computer problems, performs hardware and software diagnostics, coordinates needed repairs, resolves computer system problems, including coordination between users and components of a local area network, and participates in the evaluation of system configuration and software. |

**Inclusive** - Labor rates are all inclusive, at client's location or OAI or as agreed.

**Substitution of experience and diploma credentials:** high school diploma and 4 years work experience may be substituted for a bachelor's degree. Bachelor's degree and 2 years (or high school diploma and 6 years) work experience may be substituted for a master's degree. Bachelor's degree and 4 years (or high school diploma and 8 years) work experience may be substituted for a doctoral degree. A master's and 2 years of relevant work experience may be substituted for a Doctorate. Bachelor's, Master's and Doctoral degrees may be substituted for each other (e.g., DSc, PhD, DBA, DPA).

**Training**

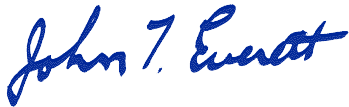National Environmental Policy Act Compliance Training

Course content:
- Introduction of NEPA including history and intent of NEPA
- NEPA's implementing legislation (i.e., NEPA, CEQ Regulations, NOAA's NEPA Implementing Procedures)
- Requirements of NEPA
- Overview of NEPA documents and when to prepare each (categorical exclusions, environmental assessments, and environmental impact statements)
- Preparing categorical exclusions, environmental assessments, and environmental impact statements for actions taken under tapplicable law, such as the Magnuson-Stevens Fisheries Conservation and Management Act, Endangered Species Act, and the Marine Mammal Protection Act. Content will include developing purpose and need statements, developing alternatives, environmental impact analysis, socioeconomic impact analysis, and cumulative

impacts analysis
- Preparing and using programmatic environmental assessments and environmental impact statements
- Preparing concise environmental assessments and environmental impact statements
- Reviewing Federal agency jurisdictions: gaps and overlaps.

Location: Hosted by Client
Price: $27,320

**Payment Terms:** Net 30 days after invoice.

*John T. Everett*

John T. Everett    (June 1, 2015)
President