

AUTHORIZED INFORMATION TECHNOLOGY SCHEDULE PRICELIST
GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY EQUIPMENT, SOFTWARE & SERVICES

SPECIAL ITEM NUMBER 132-51 - PROFESSIONAL INFORMATION TECHNOLOGY SERVICES
SPECIAL ITEM NUMBER 132-100 - ANCILLARY SUPPLIES AND/OR SERVICES



Brilliant Corporation

An SBA certified 8(a), Small Disadvantaged Business
DUNS # 134718985, CAGE 463W1, CMMI Level 3, ISO 9001:2008

1893 Metro Center Drive, Suite 210
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Contract Number: **GS-35F-515GA**
Period Covered by Contract: **June 21, 2017 through June 20, 2022**

General Services Administration
Federal Acquisition Service

Pricelist current through Modification _____, dated _____.

Products and ordering information in this Authorized Information Technology Schedule Pricelist are also available on the GSA Advantage! System (<http://www.gsadvantage.gov>).

CUSTOMER INFORMATION:

1. Awarded Special Item Number(s):

SIN	Description
132-51	Professional Information Technology Services
132-100	Ancillary Supplies and/or Services

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract: See Page 8.

1c. Descriptions of all corresponding commercial job titles with experience, functional responsibility and education are provided beginning on Page 9.

2. Maximum Order: For SIN 132-51 - \$500,000
For SIN 132-100 - \$150,000

3. Minimum Order: \$100

4. Geographic Coverage: Domestic and Overseas

5. Point of Production: N/A

6. Prices Shown Herein are Net (discount deducted)

7. Quantity Discount: None

8. Prompt Payment Terms: Net 30

9. **Government Purchase Cards** are accepted above the micro-purchase threshold.

10. **Foreign Items:** None

11. **Time of Delivery:** Brilliant Corporation shall deliver or perform services in accordance with the terms negotiated in an agency's order.

11b. **Expedited Delivery:** Consult with Contractor

11c. **Overnight/2-Day Delivery:** Consult with Contractor

11d. **Urgent Requirements:** Consult with Contractor

12. **FOB Point:** Destination

- 13. Ordering Address:** Brilliant Corporation
Attn: GSA Orders
1893 Metro Center Drive, Suite 210
Reston, VA 20190
- 14. Payment Address:** Brilliant Corporation
Attn: Accounts Receivable
1893 Metro Center Drive, Suite 210
Reston, VA 20190
- 15. Warranty Provisions:** Contractor's Standard Warranty
- 16. Export Packing charges:** Not applicable
- 17. Terms and conditions of Government Purchase Card Acceptance:** Contact Brilliant for terms and conditions of Government Purchase Card acceptance.
- 18. Terms and conditions of rental, maintenance, and repair:** Not applicable
- 19. Terms and conditions of installation:** Not applicable
- 20b. Terms and conditions of repair parts:** Not applicable
- 20b. Terms and conditions for any other services:** Not applicable
- 20. List of service and distribution points:** Not applicable
- 21. List of participating dealers:** Not applicable
- 22. Preventive maintenance:** Not applicable
- 24a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:**
Not applicable
- 24b. Section 508:** Contact Brilliant Corporation for compliance information. The EIT standards can be found at: <http://www.section508.gov>
- 25. DUNS Number:** 134718985
- 26.** Brilliant Corporation is registered in the System for Award Management (SAM) database.

**TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY (IT)
PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER 132-51)**

1. SCOPE

- a. The prices, terms and conditions stated under Special Item Number 132-51 Information Technology Professional Services apply exclusively to IT Services within the scope of this Information Technology Schedule.
- b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. PERFORMANCE INCENTIVES

- a. Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract in accordance with this clause.
- b. The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.
- c. Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

3. ORDER

- a. Agencies may use written orders, EDI orders, blanket purchase agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.
- b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

4. PERFORMANCE OF SERVICES

- a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.
- b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
- c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.

d. Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

5. STOP-WORK ORDER (FAR 52.242-15) (AUG 1989)

(a) The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-

(1) Cancel the stop-work order; or

(2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.

(b) If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-

(1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and

(2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

(c) If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.

(d) If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

6. INSPECTION OF SERVICES

The Inspection of Services—Fixed Price (AUG 1996) (Deviation—May 2003) clause at FAR 52.246-4 applies to firm-fixed price orders placed under this contract. The Inspection—Time-and-Materials and Labor-Hour (JAN 1986) (Deviation—May 2003) clause at FAR 52.246-6 applies to time-and-materials and labor-hour orders placed under this contract.

7. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (Deviation – May 2003) Rights in Data – General, may apply.

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite IT Services.

9. INDEPENDENT CONTRACTOR

All IT Services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

“Contractor” means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

“Contractor and its affiliates” and “Contractor or its affiliates” refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

An “Organizational conflict of interest” exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor’s or its affiliates’ objectivity in performing contract work.

b. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

11. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for IT services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

12. PAYMENTS

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time-and-materials orders, the Payments under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to labor-hour orders placed under this contract. 52.216-31(Feb 2007) Time-and-Materials/Labor-Hour Proposal Requirements—Commercial Item Acquisition As prescribed in 16.601(e)(3), insert the following provision:

- (a) The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.
- (b) The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by —
 - (1) The offeror;
 - (2) Subcontractors; and/or
 - (3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

13. RESUMES

Resumes shall be provided to the GSA Contracting Officer or the user ordering activity upon request.

14. INCIDENTAL SUPPORT COSTS

Incidental support costs are available outside the scope of this contract. The costs will be negotiated separately with the ordering activity in accordance with the guidelines set forth in the FAR.

15. APPROVAL OF SUBCONTRACTS

The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.



**GSA Hourly Rates
SIN 132-51**

Labor Category	Year 1	Year 2	Year 3	Year 4	Year 5
IT Business Analyst I	\$59.12	\$60.01	\$60.91	\$61.82	\$62.75
IT Business Analyst II	\$86.50	\$87.80	\$89.11	\$90.45	\$91.81
IT Business Analyst III	\$113.92	\$115.63	\$117.36	\$119.12	\$120.91
IT Business Analyst IV	\$143.28	\$145.43	\$147.61	\$149.82	\$152.07
IT Functional Analyst I	\$59.12	\$60.01	\$60.91	\$61.82	\$62.75
IT Functional Analyst II	\$86.36	\$87.66	\$88.97	\$90.30	\$91.66
IT Functional Analyst III	\$103.79	\$105.35	\$106.93	\$108.53	\$110.16
IT Functional Analyst IV	\$143.30	\$145.45	\$147.63	\$149.85	\$152.09
Program Manager	\$208.38	\$211.51	\$214.68	\$217.90	\$221.17
Project Manager	\$179.84	\$182.54	\$185.28	\$188.05	\$190.88
Sr. Program Manager	\$221.33	\$224.65	\$228.02	\$231.44	\$234.91
Subject Matter Expert I	\$127.13	\$129.04	\$130.97	\$132.94	\$134.93
Subject Matter Expert II	\$176.99	\$179.64	\$182.34	\$185.07	\$187.85
Subject Matter Expert III	\$207.40	\$210.51	\$213.67	\$216.87	\$220.13
Subject Matter Expert IV	\$307.32	\$311.93	\$316.61	\$321.36	\$326.18
Systems Engineer I	\$83.98	\$85.24	\$86.52	\$87.82	\$89.13
Systems Engineer II	\$104.36	\$105.93	\$107.51	\$109.13	\$110.76
Systems Engineer III	\$143.33	\$145.48	\$147.66	\$149.88	\$152.13
Systems Engineer IV	\$181.01	\$183.73	\$186.48	\$189.28	\$192.12

SIN 132-100

Labor Category	Year 1	Year 2	Year 3	Year 4	Year 5
General Clerk I**	\$29.63	\$30.07	\$30.53	\$30.98	\$31.45
General Clerk III**	\$40.57	\$41.18	\$41.80	\$42.42	\$43.06
Secretary III**	\$51.16	\$51.93	\$52.71	\$53.50	\$54.30

Service Contract Act: 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 incorporated SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e. nationwide).

SIN 132-51 Labor Category Descriptions

General Clerk I

Functional Responsibility: Follows clearly detailed specific procedures in completing several repetitive clerical steps performed in a prescribed or slightly varied sequence, such as coding and filing documents in an extensive alphabetical file. The position could involve simple posting to individual accounts, opening mail, calculating, and posting charges to departmental accounts, and operating basic office equipment, (e.g., photocopier, facsimile, multi-line phone/voicemail systems, mailing machines, and minimal computer programs). Little or no subject matter knowledge is required for this position; however, the clerk is expected to use his/her own judgement in choosing the proper procedure for each task.

Minimum Experience: 3 months

Minimum Education: High School

General Clerk III

Functional Responsibility: Uses some subject-matter knowledge and judgement to complete assignments consisting of numerous steps varying in nature and sequence. The General Clerk III selects from alternative methods and refers problems not solvable by adapting or interpreting substantive guides, manuals, or procedures. Typical duties include: assisting in a variety of administrative matters; maintaining a wide variety of financial or other records (stored both manually and electronically); and directs lower level clerks.

Minimum Experience: 1 year

Minimum Education: Associate's

IT Business Analyst I

Functional Responsibility: An Information Technology (IT) Business Analyst I applies analytical and technical skills to assist in the implementation of business function solutions. Tasks include analyzing and documenting business process flows; business process analysis; business process re-engineering; collecting; documenting and developing business and functional requirements; developing project documentation and program materials; performing user training; developing communications plans; and providing technical support to technology development teams; and general project/program management support.

Minimum Experience: 2 years

Minimum Education: Associate's

IT Business Analyst II

Functional Responsibility: An IT Business Analyst II analyzes user needs to determine functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task. Performs functional analysis to identify required tasks and their interrelationships. Possesses expert knowledge and experience in the requirements and integration. Works with end-users and developers on implementation and systems integration. Lead development of testing, Quality Assurance (QA) processes, and requirements traceability. Provides daily supervision and direction to support staff and assists with development of plans and status reports.

Minimum Experience: 3 years

Minimum Education: Associate's

IT Business Analyst III

Functional Responsibility: An IT Business Analyst III applies process improvement and re-engineering methodologies and principles to conduct process improvement and modernization projects. Responsible for effective transitioning of existing project teams and the facilitation of project teams in the accomplishment of project activities and objectives. Additional duties may include business process and data modeling, developing modern business methods, identifying best practices, and creating and assessing performance measurements. Provides group facilitation, interviewing, training, and provides additional forms of knowledge transfer. This personnel acts as the key coordinator between multiple project teams to ensure enterprise-wide integration of reengineering efforts.

Minimum Experience: 4 years

Minimum Education: Bachelor's

IT Business Analyst IV

Functional Responsibility: An IT Business Analyst IV leads major portions of IT projects to provide business process reengineering solutions to complex business processes and problems. Performs analyses and studies and prepares reports; Gathers facts through research, interviewing, surveys, etc.; analyzes the client's business and industry best practices; draws conclusions; prepares final reports; and gives presentations. Uses in-depth consultative skills and business knowledge to practice business transformation objectives and processes. Works closely with Subject Matter Experts (SMEs) to uncover, document, validate, and model business requirements into specifications used to develop conceptual, logical, and physical business data diagrams and structures. Ensures reuse and consistency of use of data across all applications. Monitors the implementation of business rules associated with data as reflected in the metadata.

Minimum Experience: 6 years

Minimum Education: Bachelor's

IT Functional Analyst I

Functional Responsibility: An IT Functional Analyst I assists developers and business users to gather and analyze functional requirements. Develops and documents technical requirements from gathered business requirements. Assists with general design and detailed design including user interfaces to meet requirements. Development of code modules, data loading scripts, testing scripts, and batch processes.

Minimum Experience: 3 years

Minimum Education: Bachelor's

IT Functional Analyst II

Functional Responsibility: An IT Functional Analyst II analyzes user needs to determine functional and cross-functional requirements. Handles test scripts and service requirements, and works closely with end users on project development and implementation. Analysts should have a working knowledge of relational database environments, structured analysis, data modeling, information engineering, mathematical model building, sampling, and business processes to plan the system. They must be able to specify the inputs to be accessed by the system, design the processing steps, and format the output to meet the users' needs. They also may prepare cost-benefit and return-on-investment analyses to help management decide whether implementing the proposed system will be financially feasible.

Minimum Experience: 3 years

Minimum Education: Bachelor's

IT Functional Analyst III

Functional Responsibility: An IT Functional Analyst III leads major portions of large or medium projects, and leads small projects autonomously. Provides highly technical and specialized solutions to complex IT problems. Performs analyses and studies and prepares reports; Gathers facts through research, interviewing, surveys, etc.; analyzes the client's business; draws conclusions; prepares final reports; and gives presentations. Uses in-depth consultative skills and business knowledge to practice business transformation objectives and processes.

Minimum Experience: 4 years

Minimum Education: Bachelor's

IT Functional Analyst IV

Functional Responsibility: An IT Functional Analyst IV leads major portions of large or medium projects, and leads small projects autonomously. Provides highly technical and specialized solutions to complex IT problems. Performs analyses and studies and prepares reports; Gathers facts through research, interviewing, surveys, etc.; analyzes the client's business; draws conclusions; prepares final reports; and gives presentations. Uses in-depth consultative skills and business knowledge to practice business transformation objectives and processes. Defines and applies data policies in data discovery, data analysis and data architecture design across the enterprise. Works closely with SMEs to uncover, document, validate, and model business requirements into specifications used to develop conceptual, logical, and physical data structures. Ensures reuse and consistency of use of data across all applications. Monitors the implementation of business rules associated with data as reflected in the metadata.

Minimum Experience: 6 years

Minimum Education: Bachelor's

Program Manager

Functional Responsibility: A Program Manager has executive responsibility and management accountability for the execution of client projects and typically oversees multiple projects. A Program Manager sets overall policy and direction for the engagement; communicates with clients and consulting teams to resolve issues; provides Subject Matter Expertise in one or more areas of their expertise to projects in their functional areas; acts as senior client liaison; and oversees contract and financial management for one or more projects.

Minimum Experience: 12 years

Minimum Education: Bachelor's

Project Manager

Functional Responsibility: Serves as the Project Manager (PM) for a project, Task Order (TO) or a group of TOs affecting the same common/standard/migration system. The PM shall assist the Program Manager in working with the Government Contracting Officer (CO); the TO-level Task Managers (TMs); Government management personnel; and customer agency representatives. Under the guidance of the Program Manager, the PM is responsible for the overall management of the specific TOs and insuring that the technical solutions and schedules in the TO are implemented in a timely manner. Performs integration and interface planning. This personnel has broad experience and background in the execution and delivery of IT projects.

Minimum Experience: 8 years

Minimum Education: Bachelor's

Secretary III

Functional Responsibility: Under minimal supervision, performs highly complex clerical, administrative, and secretarial duties to assist senior and professional members of Department or Office. Assists customers and/or employees with difficult and/or complex transactions. Assists customers with regulatory compliance issues. Conducts complex research and processes complex documents in specialty areas. Composes correspondence, reports, memoranda, and other materials requiring independent judgment as to content, accuracy, and completeness.

Minimum Experience: 2 years

Minimum Education: Associate's

Sr. Program Manager

Functional Responsibility: A Sr. Program Manager has executive responsibility and management accountability for the execution of client projects and typically oversees multiple programs. A Sr. Program Manager sets overall policy and direction for the engagement; communicates with clients and consulting teams to resolve issues; provides Subject Matter Expertise (SME) in one or more areas of their expertise to programs in their functional areas; acts as senior client liaison; oversees contract and financial management for one or more programs.

Minimum Experience: 13 years

Minimum Education: Master's

Subject Matter Expert I

Functional Responsibility: The SME I provides expertise and knowledge in a specific area, such as data science, process engineering, Search Engine Optimization (SEO), or any other area of information technology. Essential duties include recommending best practices; advising customer in specific area of SME expertise; overseeing the development of technical solutions; reviewing technical documentation; liaising with stakeholders; coordinating work groups; and performing product demonstrations. Must demonstrate analytical thinking, leadership, managerial skills, networking, and excellent presentation and writing skills.

Minimum Experience: 5 years

Minimum Education: Master's

Subject Matter Expert II

Functional Responsibility: SME II provides expertise and knowledge in a specific area, such as data science, process engineering, SEO, or any other area of information technology. Essential duties include recommending best practices, advising customer in specific area of SME expertise, overseeing the development of technical solutions, reviewing technical documentation, liaising with stakeholders, coordinating work groups, and performing product demonstrations. Must demonstrate analytical thinking, leadership, managerial skills, networking, and excellent presentation and writing skills. The SME II provides expertise in advising the client program staff in the drafting, design, and review of policies, as well as implementation of laws and regulations relative to the specified Agency program.

Minimum Experience: 6 years

Minimum Education: Master's

Subject Matter Expert III

Functional Responsibility: SME III provides expert support of programmatic, budgetary, and administrative processes to include development of recommendations, options, or alternatives for Agency program management. The SME studies, analyzes, and evaluates new regulations, policies, initiatives, and operational trends to identify issues impacting the Agency program in question. The SME engages in continuous and frequent communication with a broad range of professional contacts in order to analyze, debate, and resolve problems and issues, coordinate projects, or address requests for information and recommendations for process improvement associated with the specified Agency program. The SME provides expertise in advising the client program management in the drafting, design, review, and implementation of laws and regulations relative to the specified Agency program.

Minimum Experience: 7 years

Minimum Education: Master's

Subject Matter Expert IV

Functional Responsibility: SME IV provides expert support of programmatic, budgetary, policy, and administrative processes to include development of recommendations, options, or alternatives for Agency senior management. The SME studies, analyzes, and evaluates new regulations, policies, initiatives, and operational trends to identify issues impacting the Agency program in question. The SME engages in continuous and frequent communication with a broad range of professional contacts in order to analyze, debate, and resolve problems and issues, coordinate projects, or address requests for information and recommendations for process improvement associated with the specified Agency program. The SME provides expertise in the drafting, design, review, and implementation of laws and regulations relative to the specified Agency program.

Minimum Experience: 8 years

Minimum Education: Master's

Systems Engineer I

Functional Responsibility: Provides support in development of software applications to include web-based. Participates in the development of the application concept, interface design, and architecture. Provides support for all phases of software development lifecycle to include the application design, development, integration, implementation, user support and training, as well as application maintenance and enhancements.

Minimum Experience: 3 years

Minimum Education: Bachelor's

Systems Engineer II

Functional Responsibility: Participates in design, implementation, and integration of software or independently performs complex software development tasks. Formulates /defines specifications for complex operating software programming applications or modifies/maintains complex existing applications using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents those programs. Provides overall operating system, such as sophisticated file maintenance routines, large telecommunications networks, various middleware, and software programs and applications. Assists all phases of software systems programming applications. Evaluates new and existing software products.

Minimum Experience: 3 years

Minimum Education: Bachelor's

Systems Engineer III

Functional Responsibility: Leads small teams performing design, implementation, and integration of software or independently performs complex software development tasks. Formulates /defines specifications for complex operating software programming applications or modifies/maintains complex existing applications using engineering releases and utilities from the manufacturer. Also, Designs, codes, test, debugs, and documents those programs. Participate all phases of software systems programming applications. Assists in evaluating new and existing software products.

Minimum Experience: 4 years

Minimum Education: Bachelor's

Systems Engineer IV

Functional Responsibility: Leads a medium-to-large technical team performing design, implementation, and integration of software or independently performs complex software development tasks. Formulates /defines specifications for complex operating software programming applications or modifies/maintains complex existing applications using engineering releases and utilities from the manufacturer. Also, designs, codes, test, debugs, and documents those programs. Provides overall guidance for operating systems, such as sophisticated file maintenance routines, large telecommunications networks, various middleware, and software programs and applications. Assists all phases of software systems programming applications both custom as well as packaged software. Experienced in a broad range of technologies or specialized in one technology stack. Evaluates new and existing software products.

Minimum Experience: 5 years

Minimum Education: Bachelor's

Experience & Degree Substitution Equivalencies

Experience exceeding the minimum shown may be substituted for education. Likewise, education exceeding the minimum shown may be substituted for experience.

Equivalent Degree	Experience
Associate's	2 years relevant experience
Bachelor's	Associate's degree + 2 years relevant experience or 4 years relevant experience
Master's	Bachelor's plus 2 years relevant experience or Associate's degree + 4 years relevant experience or 6 years relevant experience
PhD	Master's + 2 years relevant experience, or Bachelor's + 4 years relevant experience or Associate's + 6 years relevant experience or 8 years relevant experience