

**GENERAL SERVICES ADMINISTRATION
Federal Supply Service
Authorized Federal Supply Schedule Pricelist**

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

MULTIPLE AWARD SCHEDULE

**LARGE CATEGORY: INFORMATION TECHNOLOGY
SUBCATEGORY: IT SERVICES**

Special Item Number 54151HEAL Health Information Technology Services

Includes a wide range of Health IT services to include connected health, electronic health records, health information exchanges, health analytics, personal health information management, innovative Health IT solutions, health informatics, emerging Health IT research, and other Health IT services.

NOTE: Subject to Cooperative Purchasing

FSC/PSC Code: DA01

Special Item Number 54151S Information Technology Professional Services

IT Professional Services and/or labor categories for database planning and design; systems analysis, integration, and design; programming, conversion and implementation support; network services, data/records management, and testing.

NOTE: Subject to Cooperative Purchasing

FSC/PSC Code: DA01

**LARGE CATEGORY: INFORMATION TECHNOLOGY
SUBCATEGORY: IT SOFTWARE**

Special Item Number 54151 Software Maintenance Services

Software maintenance services creates, designs, implements, and/or integrates customized changes to software that solve one or more problems and is not included with the price of the software. Software maintenance services includes person-to-person communications regardless of the medium used to communicate: telephone support, online technical support, customized support, and/or technical expertise which are charged commercially.

Note: Subject to Cooperative Purchasing

FSC/PSC Code: DA01

**LARGE CATEGORY: INFORMATION TECHNOLOGY
SUBCATEGORY: IT SOLUTIONS**

Special Item Number 518210C Cloud and Cloud-Related IT Professional Services

Includes commercially available cloud computing services such as Infrastructure as a Service (IaaS), Platform as a Service (PaaS), and Software as a Service (SaaS) and emerging cloud services. IT professional services that are focused on providing the types of services that support the Government's adoption of, migration to or governance/management of Cloud computing. Specific labor categories and/or fixed price solutions (e.g. migration services, etc.) that support activities associated with assessing Cloud solutions, refactoring workloads for Cloud solutions, migrating legacy or other systems to Cloud solutions, providing management/governance of Cloud solutions, DevOps, developing cloud native applications or other Cloud oriented activities.

Note: Subject to Cooperative Purchasing

FSC/PSC Code: DB10

**LARGE CATEGORY: MISCELLANEOUS
SUBCATEGORY: COMPLEMENTARY SINS**

Special Item Number ANCILLARY Ancillary Supplies and Services

Ancillary supplies and/or services are support supplies and/or services which are not within the scope of any other SIN on this schedule. These supplies and/or services are necessary to compliment a contractor's offerings to provide a solution to a customer requirement. This SIN may be used for orders and blanket purchase agreements that involve work or a project that is solely associated with the supplies and/or services purchased under this schedule.

NOTE: Subject to Cooperative Purchasing

FSC/PSC Code: 0000

Special Item Number OLM Order-Level Materials (OLM)

OLMs are supplies and/or services acquired in direct support of an individual task or delivery order placed against a Schedule contract or BPA. OLM pricing is not established at the Schedule contract or BPA level, but at the order level. Since OLMs are identified and acquired at the order level, the ordering contracting officer (OCO) is responsible for making a fair and reasonable price determination for all OLMs.

OLMs are procured under a special ordering procedure that simplifies the process for acquiring supplies and services necessary to support individual task or delivery orders placed against a Schedule contract or BPA. Using this new procedure, ancillary supplies and services not known at the time of the Schedule award may be included and priced at the order level.

OLM SIN-Level Requirements/Ordering Instructions:

OLMs are:

- Purchased under the authority of the FSS Program
- Unknown until an order is placed
- Defined and priced at the ordering activity level in accordance with GSAR clause 552.238-115 Special Ordering

Procedures for the Acquisition of Order-Level Materials. (Price analysis for OLMs is not conducted when awarding the FSS contract or FSS BPA; therefore, GSAR 538.270 and 538.271 do not apply to OLMs)

- Only authorized for use in direct support of another awarded SIN.
- Only authorized for inclusion at the order level under a Time-and-Materials (T&M) or Labor-Hour (LH) Contract Line Item Number (CLIN)
- Subject to a Not To Exceed (NTE) ceiling price

OLMs are not:

- "Open Market Items"
- Items awarded under ancillary supplies/services or other direct cost (ODC) SINs (these items are defined, priced, and awarded at the FSS contract level)

OLM Pricing:

- Prices for items provided under the Order-Level Materials SIN must be inclusive of the Industrial Funding Fee (IFF).
- The value of OLMs in a task or delivery order, or the cumulative value of OLMs in orders against a FSS BPA awarded under an FSS contract, cannot exceed 33.33%.

NOTE: When used in conjunction with a Cooperative Purchasing eligible SIN, this SIN is Cooperative Purchasing Eligible.

NOTE: Subject to Cooperative Purchasing

FSC/PSC Code: 0000

Schedule Contract Number GS-35F-080CA

For more information on ordering from Federal Supply Schedules, click on the FSS Schedules button at fss.gsa.gov.

Contract Period: November 21, 2024 through November 20, 2029

Contract current through: Modification PO-0034 effective August 13, 2024;

GS-35F-080CA is listed here for reference purposes only and is replaced by GS-35F-393CA. GS-35F-080CA is only to be used for BPAs and orders awarded prior to or pending an award decision as of 7/19/2024. All new BPAs and orders MUST be awarded against the contractor's surviving MAS contract GS-35F-393CA

General Dynamics Information Technology, Inc.
3150 Fairview Park Drive
Suite 100
Falls Church VA 22042-5373
Telephone: 703-995-5373
Facsimile: 703-383-6087
www.gdit.com

Contractor Point of Contact for Contract Administration
Irina Safarcheva
Contracts Administrator Advisor
General Dynamics Information Technology, Inc.
3150 Fairview Park Drive
Suite 100
Falls Church VA 22042-5373
Telephone: 703-995-3733
Facsimile: 703-383-6087
Irina.Safarcheva@gdit.com

A Large Business

CONTRACTOR INFORMATION	5
SIN 54151HEAL - HEALTH INFORMATION TECHNOLOGY SERVICES	7
SIN 54151HEAL – LABOR CATEGORY DESCRIPTIONS	8
SIN 54151HEAL - PROFESSIONAL SERVICE RATES	50
SIN 54151S – IT PROFESSIONAL SERVICES	55
SIN 54151S – LABOR CATEGORY DESCRIPTIONS	55
SIN 54151S - PROFESSIONAL SERVICE RATES.....	102
SIN 54151 - SOFTWARE MAINTENANCE SERVICES (ENOSIS)	107
SIN 518210C – CLOUD AND CLOUD RELATED IT PROFESSIONAL SERVICES	108
SIN ANCILLARY – ANCILLARY SERVICES TO SUPPORT SIN 54151S IT, AND SIN 54151HEAL	109
SIN ANCILLARY – SUPPORT FOR SIN 54151S IT PROFESSIONAL SERVICES	109
<i>Labor Category Descriptions</i>	109
<i>Professional Service Rates</i>	119
SIN ANCILLARY – SUPPORT FOR SIN 54151HEAL HEALTH IT PROFESSIONAL SERVICES	120
<i>Labor Category Descriptions</i>	120
<i>Professional Service Rates</i>	130
SCA MATRIX.....	132
SIN OLM - ORDER-LEVEL MATERIALS	132

CONTRACTOR INFORMATION

1a. Table of awarded Special Item Numbers:

54151HEAL Health IT Professional Services
 54151S Information Technology Professional Services
 54151 Software Maintenance Services (ENOSIS SW only)
 548210C Cloud and Cloud-Related IT Professional Services
 ANCILLARY Ancillary Supplies and Services
 OLM Order-Level Materials

1b. Identification of lowest priced model number and corresponding price for each awarded Special Item Number:

Special Item Number	Part Number / Labor Category	GSA Price with IFF
54151HEAL	Jr. Functional Analyst/Specialist	\$68.14
54151S	Jr. Functional Analyst/Specialist	\$68.14
54151	VNGT602-A - M adapter EA	\$410.58
548210C	CC101 – Additional RAM Add-on (2GB increments)	\$35.26
ANCILLARY	ANT-157 Data Entry Clerk **	\$36.58

1c. Identification of Services and Hourly Rates:

Please refer to pages 14 through 225 below.

2. Maximum Order:

54151HEAL \$500,000
 54151S \$500,000
 54151 \$500,000
 548210C \$500,000
 ANCILLARY \$250,000
 OLM \$250,000

3. Minimum Order: \$100

4. Geographic Coverage: Domestic delivery is delivery within the 48 contiguous states, the Alaska, Hawaii, Puerto Rico, Washington, DC and U.S. Territories. Domestic delivery also includes a port or consolidation point, within the aforementioned areas, for orders received from overseas activities

5. Point of Production: Fairfax, Virginia, USA

6. Discount from list prices or statement of net price:

Prices listed are net, discounts have been deducted and the industrial funding fee has been added.

7. Quantity Discounts: Not Applicable

8. Prompt Payment Terms: Not Applicable

Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9. Foreign Item(s): Not Applicable

10a. Time of Delivery: As negotiated with the Ordering Activity.

10b. Expedited Delivery: Please contact the Contract Administrator for availability and rates.

10c. Over-night and 2-day Delivery: Please contact the Contract Administrator for availability and rates.

10d. Urgent Requirements: Please contact the Contract Administrator for availability and rates.

11. F.O.B. Point: Destination

12a. Ordering Address:

General Dynamics Information Technology, Inc.
3150 Fairview Park Drive, Suite100
Falls Church VA 22042-5373
Telephone: 703-995-5372
Facsimile: 703-383-6087
GDITGSA@GDIT.com

12b. Ordering Procedures:

For supplies and services, the ordering procedures and information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.

13. Payment Address:

General Dynamics Information Technology, Inc.
PNC Bank, N.A
P.O. Box 643014
Pittsburgh PA 15264-3014

14. Warranty Provision:

Performed in accordance with contract requirements for IT Professional Services, Health IT Professional Services and Manufacturer's Standard Commercial Warranty for Software Maintenance.

15. Export Packing Charges: Not Applicable

16. Terms and conditions of Rental, Maintenance, and Repair: Not Applicable

17. Terms and conditions of Installation: Not Applicable

18a. Terms and conditions of Repair Parts: Not Applicable

18b. Terms and conditions for any other Service: Not Applicable

19. List of Service and Distribution Points: Not Applicable

20. List of Participating Dealer: Not Applicable

21. Preventative Maintenance: Not Applicable

22a. Special Attributes: Not Applicable

22b. Section 508 Compliance Information:

Section 508 compliance information on the supplies and services in this contract are available in Electronic and Information Technology (EIT). The EIT standard can be found at: <http://www.Section508.gov/>.

23. SAM UEI: SMNWM6HN79X5

24. Notification regarding registration in System for Award Management (SAM) database:

Contractor has a current registration in SAM.

SIN 54151HEAL - HEALTH INFORMATION TECHNOLOGY SERVICES

LABOR CATEGORIES, EDUCATION AND YEARS OF EXPERIENCE
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Health IT Services to include:

- Connected health, electronic health records, health information exchanges health analytics, personal health information management
- Innovative Health IT solutions, health informatics

- Emerging Health IT research
- Other Health IT services

Education/Experience Substitutions

The following presents the allowable substitutions based on education and experience:

Four (4) years' experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

Two (2) years' experience (in addition to minimum experience requirements and Bachelor's degree) may be substituted for a Master's degree.

Two (2) years' experience (in addition to minimum requirements and Master's degree) may be substituted for a Ph.D.

For categories where a Bachelor's degree is required, a Master's degree may be substituted for two (2) years' experience; or a doctoral degree may be substituted for three (3) years' experience.

Successful completion of each course in specialized or emerging technology (Windows 2000/XP, Oracle, Powerbuilder, Web development, internet/intranet security, and XML, etc.) may be substituted for one year of experience.

For the categories of JR Network Engineer, Network Engineer, Staff Network Engineer, and Communications Network Manager, a Certificate in a related technology (certified Network Engineer, for example) may be substituted for the degree requirement.

* See Labor Category Descriptions for Specialized Training and Minimum Qualifications

SIN 54151HEAL – Labor Category Descriptions

ANT-001H Technical Expert Level 5

Minimum/General Experience: Six years of general experience in Health information systems, including four years of specialized experience providing state-of-the art solutions in Health information systems technology (or, if the particular area of expertise is new state-of-the-art technology, the specialized experience may be less than four years and more consistent with the age of the technology). Performs highly specialized and technical tasks associated with the most current and cutting-edge Health information technologies. May serve as a technical consultant to a project or a number of projects dealing with area of technical expertise. Generally recognized as a leader in the industry in their area of expertise, sought out by others in their area of expertise for advice and guidance.

Functional Responsibility: Provide expert, independent services and leadership in specialized technical areas. Provides expertise on an as-needed basis to all task assignments. Provides expert advice and assistance in state-of-the-art software/hardware. Coordinates with contractor management and Government personnel to ensure that the problem has been properly defined and that the solution will satisfy the Government's requirement.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	10 years
AA/AS	8 years
MA/MS	4 years

Doctorate Degree/Ph.D.	3 years
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ANT-002H Technical Expert Level 4

Minimum/General Experience: Eight years of general experience in Health information systems, including six years of specialized experience providing state-of-the-art solutions in Health information systems technology (or, if the particular area of expertise is new state-of-the-art technology, the specialized experience may be less than six years and more consistent with the age of the technology). Recognized expert in the technology being addressed.

Functional Responsibility: Provide expert, independent services and leadership in specialized technical areas. Provides expertise on an as-needed basis to all task assignments. Provides expert advice and assistance in state-of-the-art software/hardware. Coordinates with contractor management and Government personnel to ensure that the problem has been properly defined and that the solution will satisfy the Government's requirement.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-003H Technical Expert Level 3

Minimum/General Experience: Ten years of general experience in Health information systems, including eight years of specialized experience providing state-of-the-art solutions in Health information systems technology (or, if the particular area of expertise is new state-of-the-art technology, the specialized experience may be less than eight years and more consistent with the age of the technology). Recognized expert in the technology being addressed.

Functional Responsibility: Provide expert, independent services and leadership in specialized technical areas. Provides expertise on an as-needed basis to all task assignments. Provides expert advice and assistance in state-of-the-art software/hardware. Coordinates with contractor management and Government personnel to ensure that the problem has been properly defined and that the solution will satisfy the Government's requirement.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	16 years
AA/AS	14 years
BA/BS	12 years
Doctorate Degree/Ph.D.	9 years

ANT-004H Technical Expert Level 2

Minimum/General Experience: Twelve years of general experience in Health information systems, including ten years of specialized experience providing state-of-the-art solutions in Health information systems technology (or, if the particular area of expertise is new state-of-the-art technology, the specialized experience may be less than ten years and more consistent with the age of the technology).

Functional Responsibility: Provide expert, independent services and leadership in specialized technical areas. Provides expertise on an as-needed basis to all task assignments. Provides expert advice and assistance in state-of-the-art software/hardware. Coordinates with contractor management and Government personnel to ensure that the problem has been properly defined and that the solution will satisfy the Government's requirement.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	18 years
AA/AS	16 years
BA/BS	14 years
Doctorate Degree/Ph.D.	11 years

ANT-005H Technical Expert Level 1

Minimum/General Experience: Fifteen years of general experience in Health information systems, including ten years of specialized experience providing state-of-the-art solutions in Health information systems technology (or, if the particular area of expertise in new state-of-the-art technology, the specialized experience may be less than ten years and more consistent with the age of the technology). Recognized expert in the technology being addressed.

Functional Responsibility: Provide expert, independent services and leadership in specialized technical areas. Provides expertise on an as-needed basis to all task assignments. Provides expert advice and assistance in state-of-the-art software/hardware. Coordinates with contractor management and Government personnel to ensure that the problem has been properly defined and that the solution will satisfy the Government's requirement.

Minimum Education: Doctorate Degree/Ph.D.

Approved Substitutions	
Education	Experience
HS	22 years
AA/AS	20 years
BA/BS	18 years
MA/MS	16 years
Doctorate Degree/Ph.D.	15 years

ANT-006H Project Manager/Task Lead

Minimum/General Experience: Seven years of general experience including five years of specialized Health IT experience of which two years were direct supervisory experience.

Functional Responsibility: Monitors each task and keeps the Program Manager abreast of all problems and accomplishments. Anticipates problems and works to mitigate the anticipated problems. As a team or project leader, provides technical direction for the complete systems development effort. May serve as a technical authority for a design area. As a staff specialist or consultant, resolves unique and unyielding systems problems using new technology. Can complete tasks within estimated time frames and budget constraints. Schedules and assigns duties to subordinates. Interacts with government management personnel. Reports in writing and orally to contractor management and government representatives, including the government contracting officer.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	11 years
AA/AS	9 years
MA/MS	5 years
Doctorate Degree/Ph.D.	4 years

ANT-007H Program Manager

Minimum/General Experience: Ten years' experience, of which at least six years must be specialized in Health IT. Specialized experience includes complete engineering project development from inception to

deployment, demonstrated ability to provide guidance and direction in the tasks similar to the sample tasks provided in the statement of work, proven expertise in the management and control of funds and resources, demonstrated capability in managing multi-task contracts of this type and complexity. General experience includes increasing responsibilities in information systems design and management.

Functional Responsibility: Serves as the contractor’s contract manager and shall be the contractor’s authorized interface with the Government Contracting Officer (CO), the Contracting Officer’s Representative (COR), government management personnel and customer agency representatives. Responsible for formulating and enforcing work standards, assigning contractor schedules, reviewing work discrepancies, supervising contractor personnel, and communicating policies, purposes, and goals of the organization to subordinates. Shall be responsible for the overall contract performance. Ability to manage and ensure the successful completion multiple technical tasks in assigned program(s)

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	14 years
AA/AS	12 years
MA/MS	8 years
Doctorate Degree/Ph.D.	7 years

ANT-008H Sr. Program Manager

Minimum/General Experience: Twelve years’ experience, of which at least five years must be supervisory experience in the Health IT arena. Must have the ability to manage and ensure the successful completion of multiple technical tasks in assigned program(s). Must have the ability to recruit, hire, manage, supervise, train, schedule, coordinate, and evaluate staff as assigned.

Functional Responsibility: Responsible for managing very complex and/or high-risk programs. Directs daily staff and task activities to meet client and corporate work objectives. Supervises assigned technical and administrative staff, including subordinate managers. Assures quality of task products, services, and deliverables, including participating in reviews, audits, and site visits. Serves as a liaison with clients to coordinate activities, negotiate tasks, and solve problems. Responsible for coordinating and monitoring subcontractor activities.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	16 years
AA/AS	14 years
MA/MS	10 years
Doctorate Degree/Ph.D.	9 years

ANT-009H Proprietary Product Application Developer

Minimum/General Experience: Completed three proprietary product courses such as Oracle 9i Forms, Oracle 9iAS Release 2PL/SQL, and Oracle 9i J2EE, and at least one year experience performing application development or; received a certification level with the proprietary product (such as Lotus Notes) and at least one year of experience performing applications development, in a broad based ADP setting. One year development experience using high technology and/or emerging technology proprietary software including but not limited to Oracle Application Development Products, Powerbuilder, Lotus Notes, Windows NT, JAVA, Visual C++, Netscape, and other Internet developer and applicator tools. Must have excellent communication skills both written and oral.

Functional Responsibility: Participates in the development of modernized software applications using high technology and/or emerging technology proprietary software.

ANT-010H Proprietary Product Application Designer

Minimum/General Experience: Completed four proprietary product courses such as Data Modeling and Relational Database Design, Oracle IDS Designer, Managing Development Using Oracle Repository, and Oracle 9iAS: Develop Web Based Applications with PL/SQL, Introduction to Design Proprietary Product (such as Oracle SQL, Powerbuilder, Windows NT) and at least one year of experience performing analysis, design and development, or; received a certification level with the proprietary product (such as Lotus Notes) and at least one year of experience performing analysis, design and development or four years of intensive and progressive experience performing analysis, design and development on contemporary hardware using contemporary languages, two years of experience performing design and development using high technology and/or emerging technology CASE technology such as Oracle CASE products, Rational Rose, or UML. Must have excellent communication skills both written and oral.

Functional Responsibility: Performs high-level analysis and design tasks associated with the overall design of application systems using one or more high technology or emerging technology proprietary product tools. Directs emerging technology software development programs to include system and subsystem design and implementation. Works directly with the customer to define requirements.

ANT-011H Proprietary Product Database Administrator

Minimum/General Experience: Completed 3 proprietary product courses such as Oracle 9i DBA Fundamentals II, Oracle 9i Database Performance Tuning, Enterprise DBA Part 1A: Architecture and Administration, and at least two years' experience in all phases of system analysis, data base administration, or five years of intensive and progressive experience in all phases of systems analysis, design, and development. Three years' experience as a database administrator for proprietary product RDBMS, such as ORACLE. Must have experience as Database Administrator with the latest commonly used version of the relevant RDBMS.

Functional Responsibility: Creates and manages the database. Performs exceptionally complex database administration functions which include, but is not limited to, managing/maintaining distributed relational databases residing in a central system. Provides 24 x 7 support for production issues.

ANT-012H Proprietary Product System Architect

Minimum/General Experience: Completed 4 proprietary product courses such as SQL and PL/SQL. Data Modeling and Relational Database Design, Oracle 9i Forms, Oracle 9iAS: Develop Web Based Applications with PL/SQL, and at least one year of experience in application design and development, or; completed three proprietary product courses and at least two years of experience in application design and development, or; six years' experience in performing application development in a broad based ADP setting including two years of extensive experience in proprietary product architect tools such as Oracle Design/2000. Must have experience in the latest commonly used version of proprietary product such as Oracle RDBMS version 8.x or 9.x. Must have excellent communication skills both written and oral.

Functional Responsibility: Participates in all phases of system design and development of complex applications generally in a client/server environment using a variety of proprietary product or emerging technology tools in a variety of operating environments. Works closely with the customer to validate system design and architecture.

ANT-013H Business Process Reengineering Analyst

Minimum/General Experience: Completed a minimum of 3 courses in Information Engineering & Business Process Reengineering Methodologies such as Activity Based Costing, IDEF Modeling, Facilitation, and two years' experience performing analysis projects, or five years' experience, of which at least two years must be specialized in the implementation of information engineering projects using IE tools and methods. Two years business/functional experience is desirable, to support the business modeling.

Functional Responsibility: Applies business process improvement practices to reengineer methodologies/principles and business process modernization projects. Applies, as appropriate, activity and data modeling, transaction flow analysis, internal control and risk analysis and modern business methods and performance measurement techniques.

ANT-015H Scientist

Minimum/General Experience: Two years' experience within Health IT arena. Also requires knowledge of the principles, methods, and techniques used in scientific functional area(s) and knowledge of the associated equipment and systems used in assigned scientific functional area(s).

Functional Responsibility: Initiates and executes scientific research and/or development studies; analyzes problems and develops experimental or theoretical techniques for formalized engineering or scientific studies; resolves a variety of technical problems leading to advanced engineering studies designed to increase efficiency or reduce costs; plans and executes laboratory research; analyzes and organizes technical data and reports into summaries for management or customer review; demonstrates creative ability through patent disclosures or published papers; prepares technical manuals, reports and procedures reflecting advanced knowledge in assigned area of expertise; defines and describes laboratory tests to be performed; participates in test programs and prepares reports of test results; participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	6 years
AA/AS	4 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-016H Staff Scientist

Minimum/General Experience: Five years' experience within Health IT arena. Also requires knowledge of the principles, methods, and techniques used in scientific functional area(s) and knowledge of the associated equipment and systems used in scientific functional area(s).

Functional Responsibility: Initiates and executes scientific research and/or development studies; analyzes problems and develops experimental or theoretical techniques for formalized engineering or scientific studies; carries out development and testing of programs on systems, components and materials concurrent with design, fabrication or testing to better evaluate and minimize future problems; plans and executes laboratory research; develops alternative solutions to existing problems; uses specialized techniques and ingenuity to select and evaluate approaches to unforeseen or unique problems; performs or delegates all detail work necessary to determine optimum solutions; evaluates proposals and makes recommendations based on sound scientific principles and practical considerations; may provide work leadership for lower level employees; prepares cost and schedule estimates and technical documents on proposed projects in assigned area; demonstrates creative ability through patent disclosures, problem solving, scientific reports or technical papers and articles; participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-017H SR Scientist

Minimum/General Experience: Eight years' experience in Health IT arena. Also requires advanced knowledge of the principles, methods, theories, and techniques used in scientific functional area(s), advanced knowledge of the associated equipment and systems used in scientific functional area(s), and ability to serve as a technical task or project lead.

Functional Responsibility: Initiates, directs, and executes scientific research and/or development studies; may serve as a technical team or task lead; plans and performs scientific duties on new and varied problems where only general objectives are stated; coordinates broad phases of a project and performs advanced development work to obtain or maintain technical leadership in assigned field; plans and executes laboratory research; plans scientific effort in coordination with related efforts of other projects, departments, etc.; establishes and defines the

theoretical bases and principles which should apply and the empirical test procedures to be used; conducts investigations or tests pertaining to the development of new designs, methods, materials, or processes and investigates possible applications of results; interprets and evaluates test data and results of investigations and develops recommendations; recommends necessary corrections in technical analyses and design to ensure successful project completion; may provide technical consultation in area of specialty; may serve as a technical team or task lead; demonstrates creative ability through patent disclosures, problem solving, scientific reports or technical papers and articles; participates in special projects as required.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	14 years
AA/AS	12 years
BA/BS	10 years
Doctorate Degree/Ph.D.	7 years

ANT-018H Principal Scientist

Minimum/General Experience: Ten years' experience in a specific Health IT scientific field. Also requires advanced knowledge of the principles, methods, theories, and techniques used in scientific functional area(s), as well as associated equipment and systems used in scientific functional area(s). Must also have the ability to serve as a technical team or task lead.

Functional Responsibility: Initiates, directs, and executes advanced-level scientific research and/or development studies. Plans and performs advanced scientific studies on new and varied problems where only general objectives are stated; acts as technical liaison with customers and sponsors, to include the preparation and presentation of high-level technical information; interprets, organizes, and coordinates overall project assignments within an assigned scientific functional area; plans and executes laboratory research; analyzes, evaluates, and plans methods of approach for projects and organizes means to achieve the solution of problems; serves as technical team or task lead; may provide supervision to lower-level staff; establishes and defines the theoretical bases and principles which should apply and the empirical test procedures to be used; conducts complex investigations or tests pertaining to the development of new designs, methods, materials, or processes and investigates possible applications of results; interprets and evaluates test data and results of investigations and develops recommendations; recommends necessary corrections in technical analyses and design to ensure successful project completion; specifies equipment, materials and suppliers required for completion and implementation of projects; evaluates vendor capabilities to provide or build required services, supplies, or equipment; maintains a current knowledge of technologies through the careful review of reports, patents, literature and other data; demonstrates creative ability through patent disclosures, problem solving, scientific reports or technical papers and articles; participates in special projects as required.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	16 years
AA/AS	14 years
BA/BS	12 years
Doctorate Degree/Ph.D.	9 years

ANT-019H SR Principal Scientist

Minimum/General Experience: Fifteen years' experience in a specific Health IT scientific field. Also requires advanced knowledge of the principles, methods, theories, and techniques used in scientific functional area(s), advanced knowledge of the associated equipment and systems used in scientific functional area(s), and the ability to serve as a technical team or task lead and supervise and direct the work of assigned staff.

Functional Responsibility: Makes decisions and recommendations that are recognized as authoritative and have an important impact on extensive scientific activities of the organization. This individual acts as primary technical

liaison with customers and sponsors, to include the preparation and presentation of high-level technical information; analyzes, evaluates, and plans methods of approach for projects and organizes means to achieve the solution of problems; serves as technical team or task lead; supervises and directs the work of lower-level scientific and technical personnel; plans and executes laboratory research and/or the development and/or evaluation of advanced physics or first-principles engineering models; establishes and defines the theoretical bases and principles which should apply and the empirical test procedures to be used; conducts complex investigations or tests pertaining to the development of new designs, methods, materials, or processes and investigates possible applications of results; interprets and evaluates test data and results of investigations and develops recommendations; recommends necessary corrections in technical analyses and design to ensure successful project completion; specifies equipment, materials and suppliers required for completion and implementation of projects; evaluates vendor capabilities to provide or build required services, supplies, or equipment; maintains a current knowledge of technologies through the careful review of reports, patents, literature and other data; demonstrates creative ability through patent disclosures, problem solving, scientific reports or technical papers and articles; participates in special projects as required.

Minimum Education: Doctorate Degree/Ph.D.

Approved Substitutions	
Education	Experience
HS	22 years
AA/AS	20 years
BA/BS	18 years
MA/MS	16 years

ANT-023H JR Systems Engineer

Minimum/General Experience: Requires no experience and knowledge of the principles, methods, and techniques used in the engineering, development, maintenance, and application of multiple operating systems; knowledge of or certification in one or more specific applications or processes may be required, depending on job assignment; must have the ability to write, maintain, and modify technical documentation/specifications.

Functional Responsibility: Assists in the design, development, analysis, installation, maintenance, operation and servicing of computer operating/hardware systems; provides customer support; works under direct supervision; does related work as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	4 years
AA/AS	2 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-024H Systems Engineer

Minimum/General Experience: Three years' experience of which at least one year must be specialized. Specialized experience includes analytically solving workflows, organization, and/or planning problems. General experience includes increasing responsibilities in systems engineering.

Functional Responsibility: Designs software tools and subsystems to support software reuse and domain analysis. Interprets software requirements and design specifications to code and integrates and tests software components.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	7 years

AA/AS	5 years
MA/MS	1 years
Doctorate Degree/Ph.D.	0 years

ANT-025H Staff Systems Engineer

Minimum/General Experience: Six years' experience, of which at least three must be specialized. Specialized experience includes supervision of system engineers, and demonstrated use of interactive, interpretative systems with on-line, real-time acquisition capabilities. General experience includes increasing responsibilities in systems engineering.

Functional Responsibility: Analyzes and studies complex system requirements. Designs software tools and subsystems to support software reuse and domain analyses and manages their implementation. Manages software development and support using formal specifications, data flow diagrams, other accepted design techniques and CASE tools. Estimates software development costs and schedule. Reviews existing programs and assists in making refinements, reducing operating time, and improving current techniques. Supervises software configuration management

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	10 years
AA/AS	8 years
MA/MS	4 years
Doctorate Degree/Ph.D.	3 years

ANT-026H SR Systems Engineer

Minimum/General Experience: Eight years' directly related experience in all phases of systems engineering. Also requires advanced knowledge of the principles, methods, and techniques used in all phases of the engineering, application, and development of multiple operating systems; knowledge of or certification in specific applications or processes may be required, depending on job assignment.

Functional Responsibility: Participates in all phases of computer operating/hardware systems engineering, including design, analysis, and modeling at a highly technical level; analyzes complex computer software/hardware requirements to provide integration and implementation support; performs operating/hardware systems engineering, including full life cycle design and development; analyzes and documents users' functional and data requirements; develops site survey instruments to gather detailed user requirements and business process analysis data; conducts functional user interviews to document functional, system, customization, and data requirements and data sources; formulates system concepts and architecture, specifies requirements, and develops implementation approaches; determines data requirements for internal processes and external interfaces; develops new systems or tailors commercial products to meet user requirements; directs and coordinates all activities necessary to complete a major engineering project or several small projects to specification and on schedule; may serve as task or project lead, exercising leadership in either a technical role training other hardware engineers and implementing and enforcing established standards and technologies, or in a project coordination role leading tasks and assuming responsibility for the design, development, test and delivery of a software system or application;

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-027H Principal Systems Engineer

Minimum/General Experience: Ten years' directly related experience in all phases of systems engineering. Requires advanced knowledge of the principles, methods, and techniques used in all phases of the engineering, application, and development of multiple operating systems; knowledge of or certification in specific applications or processes may be required, depending on job assignment.

Functional Responsibility: Establishes state-of-the-art techniques for designing, developing, modifying and troubleshooting highly complex computer operating/hardware system; may work independently on projects requiring advanced, concentrated and diversified knowledge regarding engineering principles in broad assignment areas or may serve as project lead with supervisory responsibilities. Designs operating/hardware systems; formulates system concepts and architecture, specifies requirements, and develops implementation approaches; identifies and directs resolution of complex hardware/software interface issues; subject matter expert on emerging technologies; directs the development of systems specifications and technical documentation; may serve as project lead, either working independently in a technical role in field of specialization, or in providing work leadership with management or supervisory responsibility for the group;

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-028H SR Principal Systems Engineer

Minimum/General Experience: Fifteen years' directly related experience in all phases of systems engineering. Also requires advanced knowledge of the principles, methods, and techniques used in all phases of the engineering, application, and development of multiple operating systems; knowledge of or certification in specific applications or processes may be required, depending on job assignment.

Functional Responsibility: Works at the highest systems level to provide expert advice and counsel to assigned functional/user area managers and project teams for systems of the most complex nature, often crossing functional lines. Designs major computer systems; coordinates work on subsystems; oversees the integration of new applications with established systems and files; confers with assigned systems users and evaluates utilization to identify requirements modifications which will facilitate integration, increase efficiency and/or reduce costs; investigates new procedures, equipment and operating systems to determine their usefulness and applicability to operations; assists systems management in developing systems analysis standards and provides consultative direction to applications programmers, systems software engineers, computer center operations and user personnel in the planning and scheduling of systems projects which cross functional lines or are of the most complex nature.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	17 years
AA/AS	15 years
BA/BS	13 years
Doctorate Degree/Ph.D.	14 years

ANT-029H Information Engineer

Minimum/General Experience: Five years' experience, of which at least two years must be specialized in Health information systems development, functional and data requirements analysis, systems analysis and design, programming, program design and documentation preparation. The following experience is also required: two years' experience in the implementation of information engineering projects and experience in systems analysis;

design and programming using CASE and IE tools and methods. Two years business/functional experience is desirable, to support the business modeling activities. Must demonstrate the ability to work independently or under only general direction.

Functional Responsibility: Applies a business-wide set of disciplines for the planning, analysis, design and construction of information systems on a business-wide basis or across a major sector of the business. Performs business strategic systems planning, information planning, business and analysis. Performs process and data modeling in support of the planning and analysis efforts using both manual and automated tools such as Integrated Computer Aided Software Engineering (I-CASE) tools. Applies reverse engineering and reengineering disciplines to develop migration strategic and planning documents. Provides technical guidance in software engineering techniques and automated support tools.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-030H SR Information Engineer

Minimum/General Experience: Eight years' experience, of which at least five must be specialized in Health information systems development, functional and data requirements analysis, systems analysis and design, programming, program design and documentation preparation. The following experience is also required: demonstrated experience in the implementation of information engineering projects; systems analysis, design and programming using CASE and IE tools and methods and three to five years of business or functional experience. Must demonstrate the ability to work independently or under only general direction.

Functional Responsibility: Applies business process improvement practices to reengineer methodologies/principles and business process modernization projects. Applies, as appropriate, activity and data modeling, transaction flow analysis, internal control and risk analysis and modern business methods and performance measurement techniques. Assist in establishing standards for information systems procedures. Develops and applies organization-wide information models for use in designing and building integrated, shared software and database management systems. Construct sound, logical business improvement opportunities consistent with the CIM guiding principles, cost savings, and open system architecture objectives. Provides daily supervision and direction to staff.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-031H Principal Information Engineer

Minimum/General Experience: Ten years' experience in Health information systems development, functional and data requirements analysis, systems analysis and design, programming, program design and documentation preparation. A minimum of five years' experience is required in the following: demonstrated experience in managing the implementation of information engineering projects and experience in systems analysis, design and programming using CASE and IE tools and methods. Proven managerial and supervisory skills. Demonstrated exceptional written and oral communications skills, including giving formal presentations to different audiences. Must demonstrate the ability to work independently or under only general direction.

Functional Responsibility: Applies an enterprise-wide set of disciplines for the planning, analysis, design

and construction of information systems on an enterprise-wide basis or across a major sector of the enterprise. Develops analytical and computational techniques and methodology for problem solutions. Performs enterprise-wide strategic systems planning, business information planning, business and analysis. Performs process and data modeling in support of the planning and analysis efforts using both manual and automated tools such as Integrated Computer Aided Software Engineering (I-CASE) tools. Applies reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. Provides technical guidance in software engineering techniques and automated support tools.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	14 years
AA/AS	12 years
MA/MS	8 years
Doctorate Degree/Ph.D.	7 years

ANT-032H JR Software Engineer

Minimum/General Experience: Requires no experience and knowledge of the fundamental concepts, practices and procedures used in software engineering and applications and systems development.

Functional Responsibility: Assists in the design, development, analysis, and implementation of software operating systems and software application programs; works under general supervision; does related work as required. Works from specifications to develop and modify operating systems and software applications; participates in the design, coding, testing, debugging, and documentation of programs; assists in the definition of limited design specifications and parameters; assists engineers or analysts with the hardware/software integration of the application or utility into software operating systems; assists in the analysis of system architecture requirements; may customize purchased applications; participates in the research of emerging technologies to determine impacts on application execution; analyzes and documents client needs and requirements; assists with writing, modifying, and maintaining technical documentation and specifications such as user manuals, system documentation, and training materials; performs integration testing and support of various computer operating and/or network systems; troubleshoots and provides customer support for software operating system and application issues; maintains current knowledge of relevant hardware and software applications as assigned.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	4 years
AA/AS	2 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-033H Software Engineer

Minimum/General Experience: Two years' directly related experience in Health IT software engineering, including the design, coding, testing, and documentation of computer programs. Also requires knowledge of the fundamental concepts, practices and procedures used in software engineering and applications and systems development.

Functional Responsibility: Participates in the design, development, analysis, and implementation of software operating systems and software application programs; works under general supervision; performs software operating systems and application engineering, including full life cycle design and development; works from specifications to develop and modify operating systems and software applications; participates in the design, coding, testing, debugging, and documentation of programs; participates in the definition of limited design specifications and parameters; assists engineers or analysts with the hardware/software integration of the application or utility into software operating systems; analyzes system architecture requirements; performs requirements acquisition and definition and data analysis; may customize purchased applications; performs technical and subject matter research on emerging technologies to determine impacts on application execution;

analyzes and documents client needs and requirements; participates in the writing, modifying, and maintaining technical documentation and specifications such as user manuals, system documentation, and training materials; performs integration testing and support of various computer operating and/or network systems; troubleshoots and provides customer support for software operating system and application issues; maintains current knowledge of relevant hardware and software applications as assigned; participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	6 years
AA/AS	4 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-034H Staff Software Engineer

Minimum/General Experience: Three years' directly related experience in Health IT software engineering, including the design, coding, testing, and documentation of computer programs. Also requires knowledge of the fundamental concepts, practices and procedures used in software engineering and applications and systems development.

Functional Responsibility: Performs software operating systems and software application programs design, development, analysis, and implementation; performs software operating systems and application engineering, including full life cycle design and development; works under limited supervision; works from specifications to develop and modify operating systems and software programming applications; designs, codes, tests, debugs, and documents programs; defines limited design specifications and parameters; resolves hardware/software compatibility and interface design considerations; analyzes system architecture requirements; performs requirements acquisition and definition and data analysis; may customize purchased applications; conducts technical and subject matter research on emerging technologies to determine impacts on application execution; analyzes and documents client needs and requirements; participates in writing, modifying, and maintaining technical documentation and specifications such as user manuals, system documentation, and training materials; performs integration testing and support of various computer operating and/or network systems; troubleshoots and provides customer support for software operating systems and application issues; maintains current knowledge of relevant hardware and software applications as assigned.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	7 years
AA/AS	5 years
MA/MS	1 years
Doctorate Degree/Ph.D.	0 years

ANT-035H SR Software Engineer

Minimum/General Experience: Five years' directly related experience in the design, writing, and testing of Health IT computer programs or database development. Also requires comprehensive knowledge of the principles, practices, and procedures used in all phases of full life cycle applications and systems development, engineering, programming, and analysis

Functional Responsibility: Participates in all phases of software operating systems and software application programs engineering, including design, analysis, and modeling at a highly technical level; Performs software operating systems and application engineering, including full life cycle application systems design and development; assesses system architecture and hardware limitations; defines and selects new concepts and approaches for the design, development, and implementation of software engineering applications; defines complex design specifications and parameters; resolves complex hardware/software compatibility and interface design considerations; performs requirements acquisition and definition and data analysis; directs research on

emerging technologies to determine impacts on application execution; performs systems modeling; may perform database analysis, design, implementation, and testing; writes, modifies, and maintains technical documentation and specifications such as user manuals, system documentation, and training materials; performs integration testing and support of various computer operating and/or network systems; troubleshoots and provides customer support for software operating systems and application issues; analyzes and documents client needs and requirements; serves as liaison with clients, participates in meetings to ensure client needs are met and may make client presentations; may serve as task or team lead, exercising leadership in either a technical role training other software engineers and implementing and enforcing established standards and technologies, or in a project coordination role leading tasks and assuming responsibility for the design, development, test and delivery of a software system or application;

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-036H Principal Software Engineer

Minimum/General Experience: Eight years' directly related experience in the design, writing, and testing of Health IT computer programs or database development, with two or more years' experience in software operating systems architecture. Also requires expert knowledge of the principles, practices, and procedures used in all phases of full life cycle applications and systems development, engineering, programming, and analysis at a highly technical level.

Functional Responsibility: Participates in all phases of software operating systems and software application programs engineering, including design, analysis, and modeling at an expert level; establishes state-of-the-art techniques for designing, developing, modifying and troubleshooting highly complex software operating systems and applications architectures; defines complex design specifications and parameters; identifies and directs resolution of complex hardware/software interface issues; can serve as a subject matter expert on emerging technologies; directs the development of systems specifications and technical documentation; may serve as project lead, either working independently in a technical role in field of specialization, or providing work leadership with management or supervisory responsibility for the group.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-037H Software Architect

Minimum/General Experience: Ten years' directly related experience in the design, writing, and testing of Health IT computer programs or database development, with four or more years' experience in software operating systems architecture. Also requires expert knowledge of the principles, practices, and procedures used in all phases of full life cycle applications and systems development, engineering, programming, and analysis at a highly technical level.

Functional Responsibility: Establishes state-of-the-art techniques for designing, developing, modifying and troubleshooting highly complex software operating systems and applications architectures; defines complex design specifications and parameters; identifies and directs resolution of complex hardware/software interface issues; is recognized as a subject matter expert in all areas of software engineering, including emerging technologies; directs the development of systems specifications and technical documentation; may serve as project lead, either working

independently in a technical role in field of specialization, or providing work leadership with management or supervisory responsibility for the group; responsible for task cost, schedule and level of effort estimates; reports project progress directly to senior management; performs business development services; may provide expertise to multiple projects and tasks; may supervise and direct the work of assigned staff.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	16 years
AA/AS	14 years
BA/BS	12 years
Doctorate Degree/Ph.D.	9 years

ANT-038H Computer Security Specialist

Minimum/General Experience: Seven years' experience, of which at least five years must be Health information security/Information Assurance (IA) experience. Must have experience in security administration, evaluation of security/Information Assurance product capabilities, assessment, and policy development. Must have a solid understanding of federal information security/assurance policies, standards and regulations.

Functional Responsibility: Gathers and organizes technical information about an organization's mission goals and needs, IT infrastructure and existing security/IA products. Assists in developing security/IA policies, procedures and standards. Responsibilities will include working with the customer to minimize risks and assess and secure networks.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	11 years
AA/AS	9 years
MA/MS	5 years
Doctorate Degree/Ph.D.	4 years

ANT-039H SR Computer Security Specialist

Minimum/General Experience: Ten years' experience, of which at least eight must be Health information security/Information Assurance (IA) experience. Must have experience in security administration, evaluation of security/Information Assurance product capabilities, assessment, and policy development. Must have a solid understanding of federal information security/assurance policies, standards and regulations.

Functional Responsibility: Gathers and organizes technical information about an organization's mission goals and needs, IT infrastructure, and existing security/IA products. Assists in developing security/IA policies, procedures, and standards. Responsibilities will include working with the customer to minimize risks and assess and secure networks. Evaluates and recommends security products for various platforms and initiatives. May act as a project leader and provide technical leadership and guidance.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	14 years
AA/AS	12 years
MA/MS	8 years
Doctorate Degree/Ph.D.	7 years

ANT-040H JR Database Architect

Minimum/General Experience: Two years' directly related experience in the design, maintenance, and coding of Health IT databases. Also requires knowledge of the principles, methods, and techniques used in all phases of database development, coding, and design, including business analysis, event modeling, logical and physical database design, data access analysis and design, DBMS optimization, archive and recovery strategy, load strategy design and implementation, security, and change management.

Functional Responsibility: Participates in the design, maintenance, enhancement, and coding of relational databases; analyzes and determines information needs and elements, data relationships and attributes, data flow and storage requirements, and data output and reporting capabilities; assists on developing data modeling and participates in data acquisition and access analysis and design, and archive, recovery, and load strategy design and implementation; coordinates new data development ensuring consistency and integration with existing data warehouse structure; reviews requests for data and data usage, researches data sources for new and better data feeds; participates in continuous improvement efforts in enhancing performance and providing increased functionality; assists with the development of screens and queries; tests designed applications; assists with upgrades and maintenance of hardware and software; maintains current knowledge of relevant hardware and software applications as assigned; participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	6 years
AA/AS	4 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-041H Database Architect

Minimum/General Experience: Three years' directly related experience in the design, maintenance, and coding of Health IT databases. Also requires knowledge of the principles, methods, and techniques used in all phases of database development, coding, and design, including business analysis, event modeling, logical and physical database design, data access analysis and design, DBMS optimization, archive and recovery strategy, load strategy design and implementation, security, and change management

Functional Responsibility: Designs, maintains, enhances, and codes relational databases; analyzes and determines information needs and elements, data relationships and attributes, data flow and storage requirements, and data output and reporting capabilities; develops data modeling and participates in data acquisition and access analysis and design, and archive, recovery, and load strategy design and implementation; coordinates new data development ensuring consistency and integration with existing data warehouse structure; reviews requests for data and data usage, researches data sources for new and better data feeds; participates in continuous improvement efforts in enhancing performance and providing increased functionality; designs data structures to accommodate database production, storage, maintenance, and accessibility; develops screens and queries; tests designed applications; performs upgrades and maintenance of hardware and software; provides technical support and guidance to users; maintains current knowledge of relevant hardware and software applications as assigned; may serve as team or technical task lead; participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	7 years
AA/AS	5 years
MA/MS	1 years
Doctorate Degree/Ph.D.	0 years

ANT-042H SR Database Architect

Minimum/General Experience: Five years' directly related experience in the design, maintenance, and coding of Health IT databases. Also requires advanced knowledge of the principles, methods, and techniques used in all phases of database development, coding, and design, including business analysis, event modeling, logical and physical database design, data access analysis and design, DBMS optimization, archive and recovery strategy, load strategy design and implementation, security, and change management.

Functional Responsibility: Designs, maintains, enhances, and codes relational databases; analyzes and determines information needs and elements, data relationships and attributes, data flow and storage requirements, and data output and reporting capabilities; develops data modeling and is responsible for data acquisition and access analysis and design, and archive, recovery, and load strategy design and implementation; coordinates new data development ensuring consistency and integration with existing data warehouse structure; reviews business requests for data and data usage, researches data sources for new and better data feeds; participates in continuous improvement efforts in enhancing performance and providing increased functionality; designs data structures to accommodate database production, storage, maintenance, and accessibility; develops screens and queries; tests designed applications; may perform upgrades and maintenance of hardware and software; provides technical support and guidance to users; maintains current knowledge of relevant hardware and software applications as assigned; may serve as team or technical task lead and provide guidance and training to lower-level staff; participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-045H Computer Programmer/Analyst

Minimum/General Experience: Three years' experience in the Health IT computer programming field. Depending on the job assignment, knowledge of or certification in specific applications or processes may be required in the following areas: Web technologies, design technologies, specific programming languages, authoring languages and systems, and Modeling and Simulation (M&S) technologies, processes, and tools.

Functional Responsibility: Generates new code and corrects, converts, and/or modifies existing code to meet documented standards; designs new and/or redesigns and maintains existing software products; identifies client needs and requirements based on evaluation of client documentation and interviews; performs data and technical analysis; performs a variety of testing procedures on assigned products, analyzes test results, and corrects problems; prepares test scripts and descriptions and examines to locate necessary modifications; analyzes and modifies program specifications and documentation to support contract requirements; may design and develop computer-based and/or multimedia courseware for customer training initiatives utilizing appropriate authoring languages, systems, animation and graphics software; provides customer support to clients and troubleshoots problems.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	7 years
AA/AS	5 years
MA/MS	1 years
Doctorate Degree/Ph.D.	0 years

ANT-046H Staff Computer Programmer/Analyst

Minimum/General Experience: Four years' experience in the Health IT computer programming field. Depending on the job assignment, knowledge of or certification in specific applications or processes may be required in the

following areas: Web technologies, design technologies, specific programming languages, authoring languages and systems, and Modeling and Simulation (M&S) technologies, processes, and tools.

Functional Responsibility: Programs, designs, analyzes, codes, implements, and tests software applications and modules in various languages, including business software systems and applications; provides network support including providing technical solutions and training; writes, modifies, and maintains software documentation and specifications; performs integration testing and support of various computer operating and/or network systems; installs, configures, and troubleshoots various hardware and software platforms; analyzes and documents client needs and requirements; may train other programmer/analysts; develops product documentation to describe system requirements and use; may design and develop computer-based and/or multimedia courseware for customer training initiatives utilizing appropriate authoring languages, systems, animation and graphics software; participates in meeting; prepares reports on analyses, findings, and project progress; performs technical research on emerging technologies to determine impacts on application execution.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	8 years
AA/AS	6 years
MA/MS	2 years
Doctorate Degree/Ph.D.	1 years

ANT-047H SR Computer Programmer/Analyst

Minimum/General Experience: Five years' experience in the Health IT computer programming field. Depending on the job assignment, knowledge of or certification in specific applications or processes may be required in the following areas: Web technologies, design technologies, specific programming languages, authoring languages and systems, and Modeling and Simulation (M&S) technologies, processes, and tools.

Functional Responsibility: Participates in all phases of software development, including system design, analysis, architecture, and engineering; programs, designs, analyzes, codes, implements, and tests software applications, modules, and databases in various languages, including those associated with scientific, technical, or engineering problems; performs process analyses in order to recommend improvements; performs system, network, and/or database administration, analysis, design, implementation, and testing; analyzes and documents client needs and requirements; provides technical support including providing technical solutions and training; writes, modifies, and maintains software documentation and specifications; Performs a variety of testing for computer operating and/or network systems; performs data and technical analysis and information engineering; installs, configures, and troubleshoots various hardware and software platforms; may design and develop computer-based and/or multimedia courseware for customer training initiatives utilizing appropriate authoring languages, systems, animation and graphics software; participates in meetings and design reviews; prepares reports on analyses, findings, and project progress; performs technical research on emerging technologies to determine impacts on application execution; may serve as a technical task or team lead.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-048H Principal Computer Programmer/Analyst

Minimum/General Experience: Eight years' experience in the Health IT computer programming field. Depending on the job assignment, knowledge of or certification in specific applications or processes may be required in the following areas: Web technologies, design technologies, specific programming languages, authoring languages and systems, and Modeling and Simulation (M&S) technologies, processes, and tools.

Functional Responsibility: Participates in all phases of software development, including system design, analysis, architecture, and engineering; plans and directs the development of major programming projects and the installation of systems; programs, designs, analyzes, codes, implements, and tests software applications, modules, and databases in various languages, including those associated with scientific, technical, or engineering problems; performs process analyses in order to recommend improvements; performs system, network, and/or database administration, analysis, design, implementation, and testing; analyzes and documents client needs and requirements; provides technical support including providing technical solutions and training; writes, modifies, and maintains software documentation and specifications; performs a variety of testing for computer operating and/or network systems; performs data and technical analysis and information engineering; installs, configures, and troubleshoots various hardware and software platforms; may design and develop computer-based and/or multimedia courseware for customer training initiatives utilizing appropriate authoring languages, systems, animation and graphics software; participates in meetings and design reviews; prepares reports on analyses, findings, and project progress; may supervise and direct the work of lower-level analysts; performs technical research on emerging technologies to determine impacts on application execution; may serve as a technical task or team lead.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-049H Computer Systems Programmer

Minimum/General Experience: Five years' experience, of which at least three years must be specialized in Health IT arena. Specialized experience includes systems analysis and programming. Must demonstrate the ability to work independently or under only general direction.

Functional Responsibility: Create and/or maintain operating systems, communications software, database packages, compilers, assemblers, and utility programs. Modify existing software, as well as create special-purpose software to ensure efficiency and integrity between systems and applications. Assist in the development, testing and maintenance of disaster recovery procedures.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-050H Web Designer

Minimum/General Experience: Two years' experience in Health IT Web design. Also requires knowledge of the principles, methods, and techniques used in Web design.

Functional Responsibility: Designs and builds Web pages using a variety of graphics software applications, techniques, and tools; designs and develops user-interface features, site animation, and special-effects elements; designs the Website to support the customer's strategies and goals relative to external communications; contributes to the Web design group's efforts to specify, improve, and implement the look, feel, and function of online projects; interfaces directly with customers, users, graphic artists, and Web software developers.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	6 years
AA/AS	4 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-051H Web Developer

Minimum/General Experience: Four years' experience in Health IT software development, installation, and modification in an online environment.

Functional Responsibility: Provides application development and technical support for internal and external Webs; develops Web pages and applications for customers; collaborates with graphic artists to develop Web page graphics that support interactive, marketing-focused content; provides technical consultation in new systems development, new package evaluations and enhancements of existing systems; prepares functional specifications from which programs will be written, then designs, codes, tests, debugs and documents programs; participates in the technical design, development, testing, implementation and maintenance of Web site enhancements; plans, schedules and conducts systems tests, monitors test results, and takes appropriate corrective action; may prepare technical user guides.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	8 years
AA/AS	6 years
MA/MS	2 years
Doctorate Degree/Ph.D.	1 years

ANT-052H SR Web Developer

Minimum/General Experience: Eight years' experience, of which at least two years must include technical leadership experience and at least four years' experience in Health IT software development, installation, and modification in an online environment.

Functional Responsibility: Designs and develops well-integrated and cost-effective solutions for internal and external Webs; works closely with client project managers and technical leaders to understand customers' business objectives and systems requirements; designs and develops Web infrastructures; designs and implements an intranet strategy for authorization of users to access controlled components; designs relational databases to perform well logically and physically for decision support; coordinates enhancements and maintenance of Web systems and sites; provides recommendations for server operating systems, hardware requirements and encryption standards for communications to and from secure servers; provides technical advice and expertise to Webmasters and Web developers in the installation, acceptance testing, and evaluation of newly released and beta software; may serve as a functional/technical team or task lead.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-053H Web Tech Administrator

Minimum/General Experience: Four years' experience in Health IT systems technology. Must have an

understanding of federal information security/assurance policies, standards and regulations.

Functional Responsibility: Responsible for achieving overall technical integrity of organization's Website. Maintains and upgrades hardware and software including website technical architecture related to hardware and telecommunication connectivity. Administers e-mail, chat, and FTP and HTTP services. Communicates router configuration changes and troubleshoots system errors and bugs. Maintains servers, creates monitoring reports and logs, and ensures functionality of links. Monitors site for acceptable performance and user accessibility. Establishes backups and monitors site security.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	8 years
AA/AS	6 years
MA/MS	2 years
Doctorate Degree/Ph.D.	1 years

ANT-054H Web Content Manager

Minimum/General Experience: Two years' experience in Health IT production management, Web page design, Web design languages, and Web graphics types and standards.

Functional Responsibility: Responsible for developing and providing content that will motivate and entertain users so that they regularly access the Website and utilize it as a major source for information and decision making. Responsible for managing/performing Website editorial activities including gathering and researching information that enhances the value of the site. Locates, negotiates, and pursues content. Seeks out customers to gather feedback for Website improvement and enhancements.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	6 years
AA/AS	4 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-055H Web Security Administrator

Minimum/General Experience: Four years' experience in Health IT software development, installation, and modification in an online environment. Requires experience in security administration, evaluation of security/Information Assurance (IA) product capabilities, assessment and policy development. Must have a solid understanding of federal information security/assurance policies, standards and regulations.

Functional Responsibility: Performs all procedures necessary to ensure the safety of the organization's Website and transactions across the Internet. Applies Internet Firewall technologies to maintain security. Ensure that the user community understands and adheres to necessary procedures to maintain security. Works under limited supervision.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	8 years
AA/AS	6 years
MA/MS	2 years
Doctorate Degree/Ph.D.	1 years

ANT-057H Computer Systems Analyst

Minimum/General Experience: Three years of computer experience in assignments of a Health IT technical nature working under close supervision and direction. Must have at least one year experience in analyzing and programming applications on large-scale on mid-tier computers (or LAN-based) with a minimum of one year of design and programming of moderately complex ADP systems.

Functional Responsibility: Develops requirements for information systems from a project's inception to conclusion. Develops required specifications for simple to moderately complex systems. Assists senior computer systems analyst in preparing input and test data for the proposed system.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	7 years
AA/AS	5 years
MA/MS	1 years
Doctorate Degree/Ph.D.	0 years

ANT-058H Staff Computer Systems Analyst

Minimum/General Experience: Five years of computer experience in Health IT information systems design and management. At least three years of experience in analysis and design of business applications for complex large-scale or mid-tier computer systems, or LAN-based systems.

Functional Responsibility: Analyzes and develops computer software processing a wide range of capabilities, including numerous engineering, business, and records management duties. Develops plans for systems from project inception to conclusion. Analyzes the problem and the information to be processed. Defines the problem and develops system requirements and program specifications from which programmers prepare detailed flow charts, programs, and tests. Coordinates closely with programmers to ensure proper implementation of program and system specifications. Develops, in conjunction with functional users, system alternative solutions.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-059H SR Computer Systems Analyst

Minimum/General Experience: Eight years of computer experience working independently or under general direction on complex Health IT application problems involving all phases of systems analysis. At least five years' experience in analysis and design of business applications for complex, large-scale or mid-tier computer systems, or LAN-based systems.

Functional Responsibility: Analyzes and evaluates user needs and identifies resources required for each task to determine functional requirements; conceptualizes, develops, and implements complex systems designed to meet client requirements; defines systems objectives and prepares system design specifications to meet requirements; designs, develops, implements, and tests new systems or modifies existing systems that meet the user's needs; codes applications and tests to software requirements; writes or updates software specifications; analyzes procedures and systems to refine their formulation and convert to programmable formats; analyzes data requirements to determine data source and destinations; coordinates with client to define problem, determine data availability, report requirements, and resolve system design problems; creates logical data models based on

functional requirements; performs quality review of specifications for internal and external delivery; troubleshoots and provides technical support and solutions to users; develops analytical tools for use in the design and redesign of programs as assigned; may serve as a technical team or task lead.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-060H Principal Computer Systems Analyst

Minimum/General Experience: Ten years of computer experience working independently or under general direction on complex Health IT application problems involving all phases of systems analysis. At least five years' experience in analysis and design of business applications for complex, large-scale or mid-tier computer systems, or LAN-based systems.

Functional Responsibility: Analyzes and evaluates user needs and identifies resources required for each task to determine functional requirements; conceptualizes, develops, and implements complex systems designed to meet client requirements; defines systems objectives and prepares system design specifications to meet requirements; designs, develops, implements, and tests new systems or modifies existing systems that meet the user's needs; develops and executes test plans; codes applications and tests to software requirements; writes or updates software specifications as necessary; writes technical project documentation including detailed design documents and program specifications; analyzes procedures and systems to refine their formulation and convert to programmable formats; analyzes data requirements to determine data source and destinations; coordinates with client to define problem, determine data availability, report requirements, and resolve system design problems; creates logical data models based on functional requirements; performs quality review of specifications for internal and external delivery; troubleshoots and provides technical support and solutions to users; develops analytical tools for use in the design and redesign of programs as assigned; may serve as a technical task or team lead.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	14 years
AA/AS	12 years
MA/MS	8 years
Doctorate Degree/Ph.D.	7 years

ANT-061H Legacy System Analyst

Minimum/General Experience: five years of experience in a specific Health IT "legacy system(s)" functionality to include knowledge of designated "legacy" hardware, operating systems, capacities, configurations, applications programs, preference programming languages, and administration, operations, and maintenance characteristics of the designated "legacy" system.

Functional Responsibility: Analyze requirements for maintaining, modifying or converting unique application systems that are deemed "legacy" systems. Provide guidance and technical/functional advice to programmers. Provide unique knowledge of the history of changes to the "legacy" applications. Develop plans to migrate "legacy" systems to new technologies and/or new functionality. Analyze and document "legacy" system functionality to identify mandatory requirements to be fulfilled by migration system candidates. May also participate in the analysis and evaluation of migration system candidates. May also participate in designing, developing and implementing changes to "legacy" systems to accommodate such requirements as interim interfaces to migration systems and/or conversion to migration systems.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	5 years
AA/AS	3 years
BA/BS	1 year
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-062H JR Functional Analyst/Specialist

Minimum/General Experience: One year directly related experience in a specific Health IT functional area.

Functional Responsibility: Analyzes user needs and performs research and functional analysis on a variety of projects; works under direct supervision; does related work as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	5 years
AA/AS	3 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-063H Functional Analyst/Specialist

Minimum/General Experience: Five years' experience, of which at least three years must be Health IT specialized. Specialized experience includes developing functional requirements for complex integrated systems. Must demonstrate the ability to work independently or under only general direction.

Functional Responsibility: Analyzes user needs to determine functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-064H SR Functional Analyst/Specialist

Minimum/General Experience: Seven years' experience, of which at least six years must be Health IT specialized. Specialized experience includes developing functional requirements for complex integrated systems. Must demonstrate the ability to work independently or under only general direction.

Functional Responsibility: Analyze user needs to determine functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task. Provides daily supervision and direction to support staff.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	11 years
AA/AS	9 years

MA/MS	5 years
Doctorate Degree/Ph.D.	4 years

ANT-065H Principal Functional Analyst/Specialist

Minimum/General Experience: Eight years' experience, of which at least six years must be Health IT specialized. Specialized experience includes developing functional requirements for complex integrated systems. Requires advanced technical knowledge of the principles, methods, techniques, work processes, and applicable regulations in assigned subject-matter area(s).

Functional Responsibility: Analyzes user needs and performs research and functional analysis on a variety of projects at a highly technical level; may have supervisory responsibility; serves as technical advisor to clients in assigned subject areas' recommends functional changes, and identifies areas for further investigation; generates recommendations in the form of technical briefings, reports, and other major documents provided to senior level client personnel; may serve as a technical team or task lead.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	14 years
AA/AS	12 years
BA/BS	10 years
Doctorate Degree/Ph.D.	7 years

ANT-066H SR Principal Functional Analyst/Specialist

Minimum/General Experience: Ten years' experience, of which at least six years must be Health IT specialized. Specialized experience includes developing functional requirements for complex integrated systems. Requires advanced technical knowledge of the principles, methods, techniques, work processes, and applicable regulations in assigned subject-matter area(s).

Functional Responsibility: Analyzes user needs and performs research and functional analysis on a variety of projects at a highly technical level; may have supervisory responsibility; serves as technical advisor to clients in assigned subject areas; recommends functional changes, and identifies areas for further investigation; generates recommendations in the form of technical briefings, reports, and other major documents provided to senior level client personnel; serves as primary client liaison and coordinates with sub-contractors, government personnel, and technical experts; serves as technical team or task lead.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	16 years
AA/AS	14 years
BA/BS	12 years
Doctorate Degree/Ph.D.	9 years

ANT-067H Data Management Specialist

Minimum/General Experience: Six years' experience, of which at least three years must be Health IT specialized. Specialized experience includes demonstrated experience using current DBMS technologies, application design utilizing database management systems and experience with DBMS internals. General experience includes increasing responsibilities in DBMS systems analysis and programming. Must demonstrate the ability to work independently or under only general direction.

Functional Responsibility: Provides highly technical expertise in the use of DBMS. Evaluates and recommends available DBMS products to support validated user requirements. Defines file organization, indexing methods, and security procedures for specific user applications.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	10 years
AA/AS	8 years
MA/MS	4 years
Doctorate Degree/Ph.D.	3 years

ANT-068H Data Administrator

Minimum/General Experience: Six years of general experience in Health IT systems analysis or programming including four years of specialized experience in DBMS.

Functional Responsibility: Provides highly technical expertise and guidance in the design, implementation, operation and maintenance of database management systems (DBMS). Evaluates and recommends available DBMS products after matching requirements with system capabilities. Determines file organization, indexing methods, and security procedures for specific applications. Controls the design and use of databases. Controls the global view of databases, controls the access to the databases, assures the safekeeping of the databases (from accidental or intentional damage or loss), and monitors the use of databases. Must be capable of defining all required database administration policies, procedures, standards, and guidelines. Is an authority on the design of databases and the use of database management systems. Evaluates and recommends available DBMS products after matching requirements with system capabilities. Prepares and delivers presentations on DBMS concepts.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	10 years
AA/AS	8 years
MA/MS	4 years
Doctorate Degree/Ph.D.	3 years

ANT-069H Data Manager

Minimum/General Experience: Seven years' experience, of which at least five must be Health IT specialized. Specialized experience includes demonstrated experience using current DBMS technologies, application design utilizing various database management systems and experience with DBMS internals. General experience includes increasing responsibilities in DBMS systems analysis and programming. Must demonstrate the ability to work independently or under only general direction.

Functional Responsibility: Manages the development of database projects. Plans and budgets staff and database resources. When necessary, reallocates resources to maximize benefits. Prepares and delivers presentations on Database Management Systems (DBMS) concepts. Provides daily supervision and direction to support staff.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	11 years
AA/AS	9 years
MA/MS	5 years
Doctorate Degree/Ph.D.	4 years

ANT-070H Computer Operations Manager

Minimum/General Experience: Six years' experience, of which at least three years are Health IT specialized. Specialized experience includes supervision and operations experience on a large-scale computer system, knowledge of hardware, software and operating systems. General experience includes operations experience on a large-scale computer system.

Functional Responsibility: Manages the work of computer operations personnel; identifies processing requirements and schedules job streams for computer runs; responsible for security and routing of input and output data, problem resolution and restart/recovery, interpreting technical documentation standards and preparation of documentation according to standards; interfaces with client and/or other government personnel; determines appropriate course of action in case of malfunction and confers with and directs staff as warranted.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	8 years
BA/BS	4 years
MA/MS	2 years
Doctorate Degree/Ph.D.	1 years

ANT-071H SR Computer Operations Manager

Minimum/General Experience: Eight years' experience, of which at least four years are Health IT specialized. Specialized experience includes supervision and operations experience on a large-scale computer system, knowledge of hardware, software and operating systems. General experience includes operations experience on a large-scale computer system.

Functional Responsibility: Manages and directs the operations and support of the computer systems and peripheral equipment in large scale or multi-shift operations; supervises and directs the work of computer operations personnel; identifies processing requirements and schedules job streams for computer runs; responsible for the security and routing of input and output data, problem isolation and restart/recovery, interpreting technical documentation standards and preparation of documentation according to standards, and interfacing with client and/or government personnel; determines appropriate course of action in case of malfunction and confers with and directs staff as warranted.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	10 years
AA/AS	8 years
MA/MS	4 years
Doctorate Degree/Ph.D.	3 years

ANT-076H Communications Engineer

Minimum/General Experience: Six years of general experience with Health IT telecommunications systems including three years of specialized experience.

Functional Responsibility: Provides technical support for telecommunications activities including planning, designing, installing, and maintaining large telecommunications networks. Develops, operates, and maintains voice, video, and/or data communications systems. Applies telecommunications engineering principles and theory to propose design and configuration alternatives. Evaluates existing communications systems to identify deficiencies and performance improvements. Consults with user personnel to ensure that problems have been

properly identified and that the solution will meet the requirements. Analyzes system performance, usage and traffic flows, accesses and interfaces, transmission techniques, and protocols. Performs system analyses and feasibility studies concerning communications and communication networks. Prepares studies and gives presentations on communications concepts. Provides technical guidance to other personnel concerning data communications requirements. Participates in preparing specifications for acquiring commercially available data communications networks.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	10 years
AA/AS	8 years
MA/MS	4 years
Doctorate Degree/Ph.D.	3 years

ANT-077H SR Communications Engineer

Minimum/General Experience: Ten years of general experience with Health IT telecommunications systems including four years of specialized experience.

Functional Responsibility: Provides technical direction for telecommunications activities including planning, designing, installing, and maintaining large telecommunications networks. Develops, operates, and maintains voice, video, and/or data communications systems. Applies telecommunications engineering principles and theory to propose design and configuration alternatives. Evaluates existing communications systems to identify deficiencies and performance improvements. Consults with user personnel to ensure that problems have been properly identified and that the solution will meet the requirements. Analyzes system performance, usage and traffic flows, accesses and interfaces, transmission techniques, and protocols. Performs system analyses and feasibility studies concerning communications and communication networks. Prepares studies and gives presentations on communications concepts. Provides technical guidance to other personnel concerning data communications requirements. Participates in preparing functional specifications for acquiring commercially available data communications networks.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	14 years
AA/AS	12 years
MA/MS	8 years
Doctorate Degree/Ph.D.	7 years

ANT-078H JR Network Engineer

Minimum/General Experience: This position requires no experience and knowledge of the principles, methods, and techniques used in network administration and engineering plus knowledge of and ability to use relevant hardware, software and other equipment. Certification in specific applications may be required, depending on job assignment.

Functional Responsibility: Performs basic engineering work concerned with the analysis, planning, designing, evaluating, selecting, and upgrading of network systems; performs various tests and documents results; administers and maintains local and wide area networks; provides technical support and troubleshooting to users; configures systems to user environments; assists in telecommunications activities including planning, designing, installing, and maintaining large telecommunications networks; assists in the maintenance and operation of voice, video, and data communications systems; supports the acquisition of hardware and software as well as subcontractor services as needed.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	4 years
AA/AS	2 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-079H Network Engineer

Minimum/General Experience: Two years' related Health IT network design/administration experience. Also requires knowledge of the principles, methods, and techniques used in network administration and engineering plus knowledge of and ability to use relevant hardware, software, and other equipment. Certification in specific applications may be required, depending on job assignment

Functional Responsibility: Analyzes local and wide area network systems, including planning, designing, evaluating, selecting, and upgrading operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices; resolves interoperability problems to obtain operations across all platforms including email, file transfer, multimedia, teleconferencing, and the like; configures systems to user requirements; supports the acquisition of hardware and software as well as subcontractor services as needed; performs various tests and documents results; administers and maintains local and wide area networks; provides technical support and troubleshooting to users; plans network layout design; may administer network security.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	6 years
AA/AS	4 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-080H Staff Network Engineer

Minimum/General Experience: Five years' related Health IT network design/administration experience. Also requires knowledge of the principles, methods, and techniques used in network administration and engineering plus knowledge of and ability to use relevant hardware, software, and other equipment. Certification in specific applications may be required, depending on job assignment

Functional Responsibility: Analyzes local and wide area network systems, including planning, designing, evaluating, selecting, and upgrading operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices; resolves interoperability problems to obtain operations across all platforms including email, file transfer, multimedia, teleconferencing, and the like; configures systems to user requirements; supports the acquisition of hardware and software as well as subcontractor services as needed; performs various tests and documents results; administers and maintains local and wide area networks; provides technical support and troubleshooting to users; plans network layout design; may administer network security; may perform database administration; may provide guidance and training to lower level personnel and serve as technical team or task lead.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-081H SR Network Engineer

Minimum/General Experience: Eight years' related Health IT network design/administration experience. Also must have advanced knowledge of the principles, methods, and techniques used in network administration and engineering plus advanced knowledge of and ability to use relevant hardware, software and other equipment is required.

Functional Responsibility: Analyzes local and wide area network systems, including planning, designing, evaluating, selecting, and upgrading operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices; resolves interoperability problems to obtain operations across all platforms including email, file transfer, multimedia, teleconferencing, and the like; configures systems to user requirements; supports the acquisition of hardware and software as well as subcontractor services as needed; performs various tests and documents results; administers and maintains local and wide area networks; provides technical support and troubleshooting to users; plans network layout design; may administer network security; may perform database administration; may supervise and direct the work of lower level personnel; may serve as technical team or task lead.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	14 years
AA/AS	12 years
BA/BS	10 years
Doctorate Degree/Ph.D.	7 years

ANT-082H Principal Network Engineer

Minimum/General Experience: Ten years' related Health IT network design/administration experience. Expert knowledge of the principles, methods, and techniques used in network administration and engineering plus expert knowledge of and ability to use relevant hardware, software and other equipment is required.

Functional Responsibility: Provides expert level analysis of local and wide area network systems, including planning, designing, evaluating, selecting, and upgrading operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices; resolves interoperability problems to obtain operations across all platforms including email, file transfer, multimedia, teleconferencing, and the like; configures systems to user requirements; supports the acquisition of hardware and software as well as subcontractor services as needed; directs various testing and the documentation of results; plans network layout design; may administer network security; may perform database administration; may supervise and direct the work of lower level personnel; serves as technical team or task lead.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	16 years
AA/AS	14 years
BA/BS	12 years
Doctorate Degree/Ph.D.	9 years

ANT-083H Network Administrator

Minimum/General Experience: Seven years' experience. Also requires knowledge of the principles, methods, and techniques used in Health IT network troubleshooting and support as well as knowledge of operating systems and applications and network management. Must have working knowledge of current technologies and products for Web services and security.

Functional Responsibility: Supports, installs, maintains, troubleshoots, and coordinates the usage of local and wide area networks (LAN and WAN), electronic mail, telecommunications, and PC based systems and related software; evaluates hardware and software, including peripheral, output, and telecommunications equipment; sets

up and administers security procedures; troubleshoots problems; recommends and implements LAN policies and procedures and ensures adherence to security procedures; trains users on LAN operations and procedures.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	11 years
AA/AS	9 years
MA/MS	5 years
Doctorate Degree/Ph.D.	4 years

ANT-084H SR Network Administrator

Minimum/General Experience: Eight years' experience and knowledge of the principles, methods, and techniques used in Health IT network troubleshooting and support, operating systems and applications and network management. Must have working knowledge of current technologies and products for Web services and security.

Functional Responsibility: Responsible for the planning, design, acquisition, installation, and maintenance of LAN and WAN, electronic mail, telecommunications, and PC based systems and related software; evaluates hardware and software, including peripheral, output, and telecommunications equipment; sets up and administers security procedures; troubleshoots problems; establishes and implements LAN policies and their conformance; coordinates activities of LAN support personnel, providing guidance on common networking issues; assesses vendor products; manages network performance, troubleshoots problems, and maintains network security.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-088H Network/Computer Support Specialist

Minimum/General Experience: Three years directly related experience in Health IT network support. Requires advanced knowledge of the following: principles, methods, and techniques used in network troubleshooting and support; modems, data scopes, patch panels, concentrators, associated terminals, and network management software; Desk Top Operating Systems and Applications. Certification in one or more specific application(s) may be required, depending on job assignment.

Functional Responsibility Installs, configures, and upgrades computer hardware; provides end-user software troubleshooting and support; provides network troubleshooting and support; diagnoses hardware, software and operator problems and corrects them; analyzes IT infrastructure processes and makes recommendations for improvement; involved in IT infrastructure planning; recommends Business Process improvements; leads deployment activities; may provide end-user training; involved in the development of larger Business Applications and Exchange, Web Applications, and Virus Software implementation; may supervise Network/Computer Support Technicians.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	7 years
AA/AS	5 years
MA/MS	1 years

Doctorate Degree/Ph.D.	0 years
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ANT-089H Computer System/Network Integration Engineer

Minimum/General Experience: Received certification level training in proprietary product network operating system or integration tools and at least one year experience in Health IT computer system/network engineering and/or technical subject specialization, or; 4 or more years' experience in computer system/network engineer and/or technical subject specialization. Two more years' experience within a specific field of technology related to computer systems integration/network integration administration or security and/or a specific technical subject specialization.

Functional Responsibility: Performs system and network analysis, design and administration. Designs computer and communications architectures, provides timely technical support, and designs hardware/software solutions for communications architectures.

ANT-092H SR Telecommunications Analyst

Minimum/General Experience: Three years' directly related experience in Health IT telecommunications systems design and support. Must also have advanced knowledge of the fundamental concepts used in telecommunications systems administration and support as well as relevant hardware and software systems.

Functional Responsibility: Evaluates, designs, and maintains existing or proposed telecommunications systems; analyzes the telecommunications needs of the user and recommends solutions; designs, develops, and tests telecommunications software solutions; prepares detailed specifications and flow charts for implementation of new internal programs or modification to vendor software; coordinates installation of equipment; monitors the operations of telecommunications systems and services of vendors; provides end user training of telecommunications features and functionality; may provide guidance and technical training to lower level analysts.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	5 years
BA/BS	1 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-093H Communications Network Manager

Minimum/General Experience: Six years' experience, of which at least three years are specialized. Specialized experience includes: supervising the operation and maintenance of Health IT communications network systems. General experience includes all aspects of communications networks.

Functional Responsibility: Schedules conversions and cutovers. Oversees network control center. Supervises maintenance of systems. Coordinates with all responsible users and sites. Supervises staff.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	10 years
AA/AS	8 years
MA/MS	4 years
Doctorate Degree/Ph.D.	3 years

ANT-102H Hardware Specialist

Minimum/General Experience: Five years' progressive experience in systems analysis with three years' intensive and progressive specific experience in the specialty.

Functional Responsibility: Determines feasible hardware alternatives in client server environments. Reviews computer systems in terms of capabilities and makes recommendations for improved utilization. Prepares or directs preparation of reports concerning hardware. Prepares or participates in preparing functional requirements and specifications for hardware acquisitions.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-103H Quality Assurance/IV&V Analyst

Minimum/General Experience: Two years' related experience in Health IT quality assurance and/or software engineering. Must also have experience with Independent Validation and Verification (IV&V) and system configuration.

Functional Responsibility: Assists in the review and evaluation of software products and systems to ensure adherence to customer quality standards; develops software/systems testing procedures and conducts tests; analyzes and documents IV&V issues; presents IV&V results; works under general supervision.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	6 years
AA/AS	4 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-104H Quality Assurance/IV&V Specialist

Minimum/General Experience: Four years' experience of which two years must be specialized. Specialized experience includes: Health IT Configuration Management, IV&V, software testing and integration, software metrics and their application to software quality assessment. General experience includes increasing responsibilities in quality assurance, quality control and IV&V.

Functional Responsibility: Assists in the evaluation of software and associated documentation. Participates in formal and informal reviews to determine quality; presents IV&V results and troubleshoots technical problems; makes recommendations to improve overall quality.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	8 years
AA/AS	6 years
MA/MS	2 years
Doctorate Degree/Ph.D.	1 years

ANT-105H Quality Assurance/IV&V Manager

Minimum/General Experience: Seven years of Health IT engineering and/or system analysis and programming experience, including four years of quality assurance, IV&V or system configuration experience.

Functional Responsibility: Organizes and maintains all quality assurance and IV&V documentation required. Responsible for ensuring compliance with recognized standards and practices. Reviews all documentation for completeness, accuracy, and correctness. Supports the test and integration personnel as a witness to testing requirements; presents IV&V results and troubleshoots technical problems; makes recommendations to improve overall quality. Certifies that deliverables have met all quality requirements.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	11 years
AA/AS	9 years
MA/MS	5 years
Doctorate Degree/Ph.D.	4 years

ANT-108H Configuration Management Specialist

Minimum/General Experience: Five years of engineering and/or Health IT system analysis and programming experience, including two years of configuration management experience.

Functional Responsibility: Responsible for configuration management activities including product identification, change control, status accounting, operation of the program support library, and development and monitoring of equipment/system acceptance plans. Evaluates and selects configuration management tools and standards. Coordinates with users and systems development personnel on releases of both system-level software and applications software. Verifies the completeness and accuracy of release libraries before implementation and ensures that correct versions of programs are included in specified releases. Prepares configuration management plans and procedures. Responsible for configuration management of requirements, design, and code. Operates and manages program support library. Monitors library structure and procedures to assure system integrity, including procedures for collection, release, production, test, and emergency libraries and the movement/migration of components between libraries. Monitors end-item acceptance plans. Will supervise lower level personnel. Must have demonstrated capability for oral and written communications.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-109H SR Configuration Management Specialist

Minimum/General Experience: Seven years' directly related experience in Health IT configuration management and support. Must also have advanced knowledge of the principles, methods, and techniques used in configuration management and support as well as knowledge and familiarity with Configuration Management software support packages commonly utilized in project management. Must be able to supervise and direct the work of others and have the ability to serve as a technical team or task lead.

Functional Responsibility: Conducts periodic site inventory in order to create and maintain inventories of equipment, software, and/or systems; prepares, maintains and inventories associated technical drawings for assigned projects; researches data, and creates and maintains inventory and other databases for assigned projects; prepares configuration change requests and verifies, tracks, and documents configuration changes; performs logistic-related tasks like shipping/receiving, tracking, and disposal of equipment, software, and/or

systems; coordinates equipment/software utilization among individual users; provides documentation support for assigned projects; performs quality assurance checks on drawings prepared by other configuration management specialists; may serve as a team or task lead; may supervise and direct the work of other configuration management specialists; provides training on configuration management processes, software, and/or systems.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	11 years
AA/AS	9 years
MA/MS	5 years
Doctorate Degree/Ph.D.	4 years

ANT-111H Training Specialist/Instructor

Minimum/General Experience: Four years' experience in Health IT information systems development, training, or related fields. Must have two years specialized experience. Specialized experience includes: experience in developing and providing IT and end-user training on computer hardware and application software. General experience includes information systems development, training, or related fields. Demonstrated ability to communicate orally and in writing.

Functional Responsibility: Conducts the research necessary to develop and revise training courses. Develops and revises these courses and prepares appropriate training catalogs. Prepares all instructor materials (course outline, background material, and training aids). Prepares all student materials (course manuals, workbooks, handouts, completion certificates, and course critique forms). Trains personnel by conducting formal classroom courses, workshops and seminars.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	8 years
AA/AS	6 years
MA/MS	2 years
Doctorate Degree/Ph.D.	1 years

ANT-112H SR Training Specialist/Instructor

Minimum/General Experience: Six years' experience in Health IT information systems development, training, or related fields, with at least three years' experience developing and providing IT and end-user training on computer hardware and application software.

Functional Responsibility: Conducts the research necessary to develop and revise training courses and prepares appropriate training catalogs. Prepares all instructor materials (course outline, background material, and training aids). Prepares all student materials (course manuals, workbooks, handouts, completion certificates, and course critique forms). Trains personnel by conducting formal classroom courses, workshops, and seminars. Provides daily supervision and direction to staff.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	10 years
AA/AS	8 years
MA/MS	4 years
Doctorate Degree/Ph.D.	3 years

ANT-114H Training Specialist

Minimum/General Experience: Three years' directly related experience in the design and development of Health IT training programs. Also requires knowledge of the principles, methods, and techniques used in the design and development of computer-based training programs as well as relevant hardware/software and computer equipment as required. Must be able to present training programs to users and serve as a technical team lead.

Functional Responsibility: Designs training objectives; develops computer-based training programs for assigned software; designs courseware and structures training classes; creates lesson text; provides documentation for software training; designs program authoring systems; creates final version of training programs; presents training programs to users; designs program flowcharts; may serve as a team lead.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	5 years
BA/BS	1 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-115H SR Training Specialist

Minimum/General Experience: Seven years' directly related experience in the design, development, testing, and implementation of computer-based Health IT training programs. Also requires thorough knowledge of the principles, methods, and techniques used in the design, development, testing, and implementation of computer-based training programs; knowledge of relevant hardware/software and computer equipment as required. Must be able to present training programs and evaluate effectiveness of training and serve as a team or task lead.

Functional Responsibility: Defines training requirements and analyzes system software changes; develops computer-based training objectives and methodologies; coordinates with subject matter experts to design training strategy; designs courseware, including structuring training classes; creates lesson text; provides documentation for software training; tests training programs and edits for effectiveness, creates final version; designs program authoring systems; presents training programs to users, validates and evaluates training effectiveness; designs program flowcharts; may develop multi-media training as required; conducts research into new training, educational, and multimedia technologies; may serve as a team or task lead.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	9 years
BA/BS	5 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-116H Principal Training Specialist

Minimum/General Experience: Ten years' related experience in Health IT instructional development. Also requires advanced knowledge of the principles, methods, and techniques used in technology-based training as well as the use and application of off-the-shelf tools and associated equipment and systems.

Functional Responsibility: Designs and develops instructional approaches and/or strategies to meet training requirements; conducts analysis of training requirements and media requirements; develops appropriate training objectives and test methods and designs instructionally valid training materials; ensures integrity of task analysis, training requirements, training hierarchies, instructional materials, and evaluation plans; designs and develops computer-based training, web-based training, electronic performance support systems and other technology-based learning solutions; develops flow diagrams and story boards; designs instructionally sound lessons in a variety of delivery media; interacts with customer and subject matter experts to ensure technical accuracy of

instructional content. Also provides guidance and work leadership to lower-level personnel and may serve as technical team or task lead.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	12 years
BA/BS	8 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-119H Testing and Validation Specialist

Minimum/General Experience: Requires no experience and knowledge of the principles, methods, and techniques used in analysis and assessment as well as the use and application of related off-the-shelf tools.

Functional Responsibility: Designs and develops assessment instruments and/or strategies to meet training requirements; conducts analysis of training requirements (needs, job, task analysis); interviews subject matter experts or incumbents to collect information; develops relevant and measurable assessment criteria, standards, and methodologies; designs reliable and valid assessment materials; gathers data and compiles information into documents related to assessment.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	4 years
AA/AS	2 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-121H Principal Testing and Validation Specialist

Minimum/General Experience: Five years' related experience in Health IT educational psychology, industrial/organizational psychology, testing, psychometrics, or instructional media/technology. Also requires advanced knowledge of the principles, methods, and techniques used in analysis and assessment as well as the use and application of related off-the-shelf tools. Must have the ability to provide work leadership and supervision to assigned staff.

Functional Responsibility: Designs and develops assessment instruments and/or strategies to meet training requirements; conducts analysis of training requirements (needs, job, task analysis); interviews subject matter experts or incumbents to collect information; develops relevant and measurable assessment criteria, standards, and methodologies; designs reliable and valid assessment materials; prepares reports and technical documentation related to assessment; works on complex analysis or test development projects. Serves as a technical team/task lead and may have supervisory responsibility.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	11 years
AA/AS	9 years
BA/BS	7 years
Doctorate Degree/Ph.D.	4 years

ANT-123H Instructional System Designer

Minimum/General Experience: Two years' related experience in Health IT instructional development. Also requires knowledge of the principles, methods, and techniques used in technology-based training as well as the use and application of off-the-shelf tools and associated equipment and systems.

Functional Responsibility: Designs and develops instructional approaches and/or strategies to meet training requirements; conducts analysis of training requirements and media requirements; develops appropriate training objectives and test methods and designs instructionally valid training materials; ensures integrity of task analysis, training requirements, training hierarchies, instructional materials, and evaluation plans; designs and develops computer based training, web-based training, electronic performance support systems and other technology-based learning solutions; develops flow diagrams and story boards; designs instructionally sound lessons in a variety of delivery media; interacts with customer and subject matter experts to ensure technical accuracy of instructional content.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	6 years
AA/AS	4 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-124H SR Instructional System Designer

Minimum/General Experience: Five years' related experience in Health IT instructional development as well as thorough knowledge of the principles, methods, and techniques used in technology-based training and use and application of off-the-shelf tools and associated equipment and systems.

Functional Responsibility: Designs and develops instructional approaches and/or strategies to meet training requirements; conducts analysis of training requirements and media requirements; develops appropriate training objectives and test methods and designs instructionally valid training materials; ensures integrity of task analysis, training requirements, training hierarchies, instructional materials, and evaluation plans; designs and develops computer based training, web-based training, electronic performance support systems and other technology-based learning solutions; develops flow diagrams and story boards; designs instructionally sound lessons in a variety of delivery media; interacts with customer and subject matter experts to ensure technical accuracy of instructional content; may provide guidance and work leadership to lower-level personnel.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	11 years
AA/AS	9 years
BA/BS	7 years
Doctorate Degree/Ph.D.	4 years

ANT-128H Staff Graphics Design Specialist

Minimum/General Experience: Five years' directly related experience in graphics design. Also requires knowledge of the principles, methods, and techniques used in the preparation of graphics material and associated software and equipment. Requires experience using graphics software programs.

Functional Responsibility: Performs a wide variety of graphics/illustration activities to produce brochures, briefings, displays, and other materials; involved in all aspects of graphics/illustration projects from conceptualization and

development to final presentation; may act as a technical consultant on matters of design, composition and methods of presenting technical data; uses a broad range of graphics production software and equipment; exercises creative judgment and originality by translating needs into graphics capabilities; may participate in website design.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	7 years
BA/BS	3 years
MA/MS	1 years
Doctorate Degree/Ph.D.	0 years

ANT-129H SR Graphics Design Specialist

Minimum/General Experience: Eight years' directly related experience in graphics design. Knowledge of the principles, methods, and techniques used in the preparation of graphics materials as well as knowledge of the associated software and equipment and in-depth knowledge of graphics software programs.

Functional Responsibility: Performs high-level computer graphic design activities to produce brochures, briefings, displays, and other materials; involved in all aspects of graphics/illustration projects from conceptualization and development to final presentation; may act as a technical consultant on matters of design, composition and methods of presenting technical data; uses a broad range of graphics production software and equipment; exercises creative judgment and originality by translating needs into graphics capabilities; may participate in website design; provides technical training and guidance to lower-level graphics personnel and may act as a team or task lead.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	10 years
BA/BS	6 years
MA/MS	4 years
Doctorate Degree/Ph.D.	3 years

ANT-130H Principal Graphics Design Specialist

Minimum/General Experience: Nine years' directly related experience in graphics design. Also requires knowledge of the principles, methods, and techniques used in the preparation of graphics materials and associated software and equipment and an in-depth knowledge of graphics software programs. Requires the ability to supervise and direct the work of others.

Functional Responsibility: Provides full supervision and training for graphic design personnel, directing the production of graphics projects from design through final presentation; acts as a technical consultant on matters of design, composition and methods of presenting technical data; uses a broad range of graphics production software and equipment; exercises creative judgment and originality by translating needs into graphics capabilities; may participate in website design; acts as a team or task lead.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	11 years
BA/BS	7 years
MA/MS	5 years
Doctorate Degree/Ph.D.	4 years

ANT-133H Contract Administrator

Minimum/General Experience: Two years' related experience in Health IT contracts administration. Also requires thorough knowledge of the practices, procedures, and processes of contracts administration as well as relevant laws, regulations, terms, conditions, and policies governing assigned contracts.

Functional Responsibility: Performs all duties of contract administration, including negotiation, correspondence, documentation, certification, financial reporting, and product delivery; implements subcontract administration procedures; negotiates contract terms from proposal stage to project close-out in accordance with relevant regulations; prepares and submits proposals including pricing and scheduling details and coordination of requirements; prepares consulting agreements; modifies contract schedules and participates in vendor reseller agreement negotiations when required; ensures timely processing of technical reports and deliverables; collects data for clients as requested

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	6 years
AA/AS	4 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-134H SR Contract Administrator

Minimum/General Experience: Five years' related experience in Health IT contracts administration. Also requires advanced knowledge of the practices, procedures, and processes of contracts administration as well as thorough knowledge of relevant laws, regulations, terms, conditions, and policies governing assigned contracts including Federal Acquisition Regulations (FAR) and labor law.

Functional Responsibility: Performs all duties of contract administration, including negotiation, correspondence, documentation, certification, financial reporting, and product delivery for complex contracts; implements subcontract administration procedures; negotiates contract terms from proposal stage to project close-out in accordance with relevant regulations; coordinates approval of negotiations, contracts, and subcontracts with appropriate management staff; provides advice and interpretation of contract requirements; reviews solicitation requests to ensure compliance with terms and conditions; prepares and submits cost proposals including pricing and scheduling details, coordination of requirements, and cost proposal risk assessment; prepares responses to certifications and representations; prepares consulting agreements; modifies contract schedules and participates in vendor reseller agreement negotiations when required; ensures timely processing of technical reports and deliverables; coordinates with program managers to ensure contract requirements are fulfilled; collects data for clients as requested; may provide work leadership to lower level contracts personnel.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-137H Program Management Specialist

Minimum/General Experience: Three years' related administrative Health IT experience. Also requires demonstrated effective organizational skills and knowledge of word processing, spreadsheet, and/or other pertinent software applications.

Functional Responsibility: Responsible for management, performance and completion of projects associated with a contract program; collects and evaluates data for monitoring development and life-cycle requirements of various programs and systems; creates program cost estimates to support program cost/schedule/technique audits or to generate budget submissions; manages program staff; prepares management plans, budgets and schedules; uses and develops CPM and PERT evaluation techniques; uses computer programs and models to track program data; maintains contact with customer to ensure conformance to customer requirements.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	7 years
AA/AS	5 years
MA/MS	1 years
Doctorate Degree/Ph.D.	0 years

ANT-138H SR Program Management Specialist

Minimum/General Experience: Six years' related administrative Health IT experience. Also requires demonstrated effective organizational skills and knowledge of word processing, spreadsheet, and/or other pertinent software applications.

Functional Responsibility: Responsible for management, performance and completion of significant projects associated with a contract program; collects and evaluates data for monitoring development and life-cycle requirements of various programs and systems; creates program cost estimates to support program cost/schedule/technique audits or to generate budget submissions; manages and coordinates projects of considerable scope and magnitude; manages program staff; oversees the development of design concepts and test criteria; prepares management plans, budgets and schedules; uses and develops CPM and PERT evaluation techniques; uses computer programs and models to track program data; maintains contact with customer to ensure conformance to customer requirements.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	10 years
AA/AS	8 years
MA/MS	4 years
Doctorate Degree/Ph.D.	3 years

ANT-139H Principal Program Management Specialist

Minimum/General Experience: Eight years' related administrative Health IT experience. Also requires demonstrated management and organizational skills and knowledge of word processing, spreadsheet, and/or other pertinent software applications.

Functional Responsibility: Responsible for management, performance and completion of major projects associated with a contract program; collects and evaluates data for monitoring development and life-cycle requirements of various programs and systems; creates program cost estimates to support program cost/schedule/technique audits or to generate budget submissions; manages and directs, with full authority, all phases of a program from inception to completion; manages program staff; oversees the development of design concepts and test criteria; reviews project and program schedules and plans and reports on alternative courses of action and potential impacts; directs, prepares and coordinates proposal preparation, management plans, budgets and schedules; uses and develops CPM and PERT evaluation techniques; uses computer programs and models to track program data; maintains contact with customer to ensure conformance to customer requirements.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-148H SR Documentation Specialist

Minimum/General Experience: Eight years' directly related experience in the research, preparation, and writing of technical and marketing materials. Also requires thorough knowledge of the principles and practices of technical research, writing, and editing as well as word-processing, desk-top publishing, and web applications and computer equipment.

Functional Responsibility: Collects and organizes information required for preparation of user's manuals, training materials, installation guides, and reports at a complex level; researches and learns the assigned system; interviews key personnel; writes materials; performs detailed edits of contract deliverables, proposals, brochures, press releases, and other materials to ensure technical accuracy, consistency, and adherence to specified content and format; participates in the writing, design, and development of marketing brochures, advertisements, news releases, feature articles, conference programs and proceedings, public relations announcements, newsletters, and other materials; designs, develops, produces, maintains, and manages client web sites as assigned; rewrites technical materials and coordinates with technical personnel to ensure accuracy; compiles and collects information for the preparation of technical proposals; Creates multi-media presentation materials, including slides; may participate in the coordination of and attend various conferences and meetings; may serve as a team lead.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	10 years
BA/BS	6 years
MA/MS	4 years
Doctorate Degree/Ph.D.	3 years

ANT-150H Technical Editor

Minimum/General Experience: Five years' directly related experience in the research and preparation of technical materials. Also requires knowledge of the principles and practices of technical research, writing, and editing, as well as word-processing and desktop publishing applications and computer equipment as required.

Functional Responsibility: Prepares and edits a wide variety of complex technical materials for publication, including user's manuals, training materials, installation guides, proposals, and reports; reviews, researches, and edits information for preparation of contract deliverables; provides support to the creation of proposals and multi-media presentation materials, including slides; responsible for the coordination of multiple aspects of document publication; participates in the design and development of marketing brochures, conference programs and proceedings, public relations announcements, and other materials when requested; may supervise and direct the work of word processing, graphics and/or technical writing staff; coordinates and attends various conferences and meetings; plans budgets, schedules and priority of work for publications projects.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years

Doctorate Degree/Ph.D.	2 years
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SIN 54151HEAL - Professional Service Rates

Cat #	Category Name	Contract Year 10 GSA Price with IFF (11/21/23 to 11/20/24)	Contract Year 11 GSA Price with IFF (11/21/24 to 11/20/25)	Contract Year 12 GSA Price with IFF (11/21/25 to 11/20/26)	Contract Year 13 GSA Price with IFF (11/21/26 to 11/27)	Contract Year 14 GSA Price with IFF (11/21/27 to 11/20/28)	Contract Year 15 GSA Price with IFF (11/21/28 to 11/20/29)
ANT-001H	Technical Expert 5	\$114.22	\$118.10	\$122.12	\$126.27	\$130.56	\$135.00
ANT-002H	Technical Expert 4	\$129.62	\$134.03	\$138.58	\$143.29	\$148.17	\$153.21

Cat #	Category Name	Contract Year 10 GSA Price with IFF (11/21/23 to 11/20/24)	Contract Year 11 GSA Price with IFF (11/21/24 to 11/20/25)	Contract Year 12 GSA Price with IFF (11/21/25 to 11/20/26)	Contract Year 13 GSA Price with IFF (11/21/26 to 11/27)	Contract Year 14 GSA Price with IFF (11/21/27 to 11/20/28)	Contract Year 15 GSA Price with IFF (11/21/28 to 11/20/29)
ANT-003H	Technical Expert 3	\$187.17	\$193.54	\$200.12	\$206.92	\$213.95	\$221.23
ANT-004H	Technical Expert 2	\$229.68	\$237.49	\$245.56	\$253.91	\$262.55	\$271.48
ANT-005H	Technical Expert 1	\$338.56	\$350.07	\$361.96	\$374.27	\$386.99	\$400.15
ANT-006H	Project Manager/Task Lead	\$138.53	\$143.23	\$148.10	\$153.14	\$158.35	\$163.73
ANT-007H	Program Manager	\$151.98	\$157.15	\$162.49	\$168.01	\$173.72	\$179.63
ANT-008H	Sr. Program Manager	\$186.05	\$192.37	\$198.91	\$205.67	\$212.66	\$219.90
ANT-009H	Proprietary Prod Application Developer	\$133.68	\$138.23	\$142.92	\$147.78	\$152.81	\$158.01
ANT-010H	Proprietary Prod Application Designer	\$133.68	\$138.23	\$142.92	\$147.78	\$152.81	\$158.01
ANT-011H	Proprietary Prod Database Admin	\$128.79	\$133.17	\$137.69	\$142.38	\$147.21	\$152.22
ANT-012H	Proprietary Prod System Architect	\$130.53	\$134.96	\$139.55	\$144.29	\$149.20	\$154.27
ANT-013H	Business Process Reengineering Analyst	\$110.46	\$114.22	\$118.10	\$122.12	\$126.27	\$130.56
ANT-015H	Scientist	\$99.50	\$102.88	\$106.38	\$109.99	\$113.73	\$117.60
ANT-016H	Staff Scientist	\$127.50	\$131.83	\$136.31	\$140.95	\$145.74	\$150.70
ANT-017H	Sr. Scientist	\$152.85	\$158.05	\$163.42	\$168.97	\$174.71	\$180.65
ANT-018H	Principal Scientist	\$187.02	\$193.38	\$199.96	\$206.76	\$213.79	\$221.06
ANT-019H	Sr. Principal Scientist	\$216.95	\$224.32	\$231.95	\$239.84	\$247.99	\$256.42
ANT-023H	Jr. Systems Engineer	\$85.48	\$88.38	\$91.39	\$94.49	\$97.70	\$101.03
ANT-024H	Systems Engineer	\$103.93	\$107.47	\$111.12	\$114.90	\$118.81	\$122.85
ANT-025H	Staff Systems Engineer	\$128.04	\$132.39	\$136.90	\$141.55	\$146.37	\$151.35
ANT-026H	Sr. Systems Engineer	\$136.10	\$140.73	\$145.51	\$150.46	\$155.58	\$160.87
ANT-027H	Principal Systems Engineer	\$143.28	\$148.16	\$153.20	\$158.41	\$163.80	\$169.37
ANT-028H	Sr. Principal Systems Engineer	\$192.09	\$198.62	\$205.37	\$212.35	\$219.58	\$227.04
ANT-029H	Information Engineer	\$130.53	\$134.96	\$139.55	\$144.29	\$149.20	\$154.27
ANT-030H	Sr. Information Engineer	\$144.06	\$148.96	\$154.03	\$159.26	\$164.68	\$170.28
ANT-031H	Principal Information Engineer	\$170.94	\$176.76	\$182.76	\$188.98	\$195.41	\$202.05
ANT-032H	Jr. Software Engineer	\$82.79	\$85.60	\$88.51	\$91.53	\$94.64	\$97.85
ANT-033H	Software Engineer	\$97.23	\$100.53	\$103.95	\$107.49	\$111.14	\$114.92
ANT-034H	Staff Software Engineer	\$109.57	\$113.30	\$117.15	\$121.13	\$125.25	\$129.51
ANT-035H	Sr. Software Engineer	\$136.78	\$141.43	\$146.24	\$151.20	\$156.34	\$161.66
ANT-036H	Principal Software Engineer	\$191.74	\$198.26	\$205.00	\$211.97	\$219.17	\$226.63
ANT-037H	Software Architect	\$179.08	\$185.17	\$191.47	\$197.97	\$204.71	\$211.67
ANT-038H	Computer Security Specialist	\$109.03	\$112.74	\$116.56	\$120.52	\$124.62	\$128.87

Cat #	Category Name	Contract Year 10 GSA Price with IFF (11/21/23 to 11/20/24)	Contract Year 11 GSA Price with IFF (11/21/24 to 11/20/25)	Contract Year 12 GSA Price with IFF (11/21/25 to 11/20/26)	Contract Year 13 GSA Price with IFF (11/21/26 to 11/27)	Contract Year 14 GSA Price with IFF (11/21/27 to 11/20/28)	Contract Year 15 GSA Price with IFF (11/21/28 to 11/20/29)
ANT-039H	Sr. Computer Security Specialist	\$153.43	\$158.65	\$164.04	\$169.62	\$175.39	\$181.35
ANT-040H	Jr. Database Architect	\$87.36	\$90.33	\$93.40	\$96.57	\$99.86	\$103.25
ANT-041H	Database Architect	\$97.11	\$100.41	\$103.83	\$107.36	\$111.00	\$114.78
ANT-042H	Sr. Database Architect	\$122.81	\$126.98	\$131.30	\$135.77	\$140.38	\$145.16
ANT-045H	Computer Programmer/Analyst	\$87.50	\$90.47	\$93.54	\$96.73	\$100.01	\$103.41
ANT-046H	Staff Computer Programmer/Analyst	\$123.05	\$127.23	\$131.56	\$136.03	\$140.65	\$145.44
ANT-047H	Sr. Computer Programmer/Analyst	\$127.07	\$131.40	\$135.86	\$140.47	\$145.25	\$150.19
ANT-048H	Principal Computer Programmer/Analyst	\$149.29	\$154.37	\$159.62	\$165.05	\$170.66	\$176.46
ANT-049H	Computer Systems Programmer	\$117.95	\$121.96	\$126.12	\$130.41	\$134.84	\$139.43
ANT-050H	Web Designer	\$86.46	\$89.40	\$92.44	\$95.59	\$98.84	\$102.21
ANT-051H	Web Developer	\$100.66	\$104.09	\$107.63	\$111.28	\$115.07	\$118.98
ANT-052H	Sr. Web Developer	\$137.07	\$141.73	\$146.55	\$151.54	\$156.69	\$162.02
ANT-053H	Web Tech Administrator	\$99.10	\$102.47	\$105.95	\$109.56	\$113.29	\$117.14
ANT-054H	Web Content Manager	\$97.02	\$100.31	\$103.73	\$107.25	\$110.90	\$114.67
ANT-055H	Web Security Administrator	\$97.20	\$100.50	\$103.92	\$107.46	\$111.11	\$114.89
ANT-057H	Computer Systems Analyst	\$97.66	\$100.99	\$104.42	\$107.97	\$111.64	\$115.44
ANT-058H	Staff Computer Systems Analyst	\$114.28	\$118.17	\$122.19	\$126.34	\$130.63	\$135.07
ANT-059H	Sr. Computer Systems Analyst	\$130.66	\$135.10	\$139.70	\$144.44	\$149.35	\$154.43
ANT-060H	Principal Computer Systems Analyst	\$157.89	\$163.26	\$168.82	\$174.56	\$180.49	\$186.63
ANT-061H	Legacy Systems Analyst	\$129.51	\$133.91	\$138.47	\$143.17	\$148.04	\$153.08
ANT-062H	Jr. Functional Analyst/Specialist	\$72.60	\$75.07	\$77.62	\$80.26	\$82.99	\$85.81
ANT-063H	Functional Analyst/Specialist	\$85.88	\$88.81	\$91.83	\$94.95	\$98.18	\$101.51
ANT-064H	Sr. Functional Analyst/Specialist	\$110.46	\$114.22	\$118.10	\$122.12	\$126.27	\$130.56
ANT-065H	Principal Functional Analyst/Specialist	\$115.91	\$119.85	\$123.92	\$128.13	\$132.48	\$136.99
ANT-066H	Sr. Principal Functional Analyst/Specialist	\$161.25	\$166.73	\$172.40	\$178.27	\$184.33	\$190.60
ANT-067H	Data Management Specialist	\$128.79	\$133.17	\$137.69	\$142.38	\$147.21	\$152.22
ANT-068H	Data Administrator	\$123.72	\$127.92	\$132.27	\$136.77	\$141.42	\$146.23
ANT-069H	Data Manager	\$158.93	\$164.33	\$169.92	\$175.70	\$181.67	\$187.85

Cat #	Category Name	Contract Year 10 GSA Price with IFF (11/21/23 to 11/20/24)	Contract Year 11 GSA Price with IFF (11/21/24 to 11/20/25)	Contract Year 12 GSA Price with IFF (11/21/25 to 11/20/26)	Contract Year 13 GSA Price with IFF (11/21/26 to 11/27)	Contract Year 14 GSA Price with IFF (11/21/27 to 11/20/28)	Contract Year 15 GSA Price with IFF (11/21/28 to 11/20/29)
ANT-070H	Computer Operations Manager	\$95.95	\$99.21	\$102.59	\$106.08	\$109.68	\$113.41
ANT-071H	Sr. Computer Operations Manager	\$140.84	\$145.62	\$150.57	\$155.69	\$160.98	\$166.45
ANT-076H	Communications Engineer	\$128.59	\$132.97	\$137.49	\$142.17	\$147.00	\$152.00
ANT-077H	Sr. Communications Engineer	\$147.30	\$152.31	\$157.49	\$162.84	\$168.38	\$174.11
ANT-078H	Jr. Network Engineer	\$86.47	\$89.41	\$92.45	\$95.60	\$98.85	\$102.22
ANT-079H	Network Engineer	\$96.76	\$100.05	\$103.46	\$106.97	\$110.61	\$114.37
ANT-080H	Staff Network Engineer	\$120.09	\$124.17	\$128.39	\$132.76	\$137.27	\$141.93
ANT-081H	Sr. Network Engineer	\$130.72	\$135.16	\$139.76	\$144.51	\$149.43	\$154.51
ANT-082H	Principal Network Engineer	\$176.97	\$182.98	\$189.20	\$195.63	\$202.28	\$209.16
ANT-083H	Network Administrator	\$111.65	\$115.45	\$119.38	\$123.44	\$127.64	\$131.98
ANT-084H	Sr. Network Administrator	\$138.51	\$143.21	\$148.08	\$153.12	\$158.33	\$163.71
ANT-088H	Network/Computer Support Specialist	\$91.21	\$94.32	\$97.52	\$100.84	\$104.26	\$107.81
ANT-089H	Computer System/Network Integ Engin	\$99.10	\$102.47	\$105.95	\$109.56	\$113.29	\$117.14
ANT-092H	Sr. Telecommunications Analyst	\$92.33	\$95.48	\$98.72	\$102.08	\$105.54	\$109.13
ANT-093H	Communications Network Manager	\$116.24	\$120.19	\$124.28	\$128.50	\$132.88	\$137.39
ANT-102H	Hardware Specialist	\$98.83	\$102.20	\$105.67	\$109.27	\$112.99	\$116.83
ANT-103H	Quality Assurance/IV&V Analyst	\$88.50	\$91.52	\$94.63	\$97.84	\$101.17	\$104.60
ANT-104H	Quality Assurance/IV&V Specialist	\$91.60	\$94.71	\$97.93	\$101.26	\$104.71	\$108.26
ANT-105H	Quality Assurance IV&V Manager	\$148.51	\$153.56	\$158.78	\$164.18	\$169.76	\$175.54
ANT-108H	Configuration Management Specialist	\$110.49	\$114.25	\$118.14	\$122.16	\$126.31	\$130.60
ANT-109H	Sr. Configuration Mgt. Specialist	\$133.68	\$138.23	\$142.92	\$147.78	\$152.81	\$158.01
ANT-111H	Training Specialist/Instructor	\$83.28	\$86.12	\$89.05	\$92.07	\$95.20	\$98.44
ANT-112H	Sr. Training Specialist/Instructor	\$110.31	\$114.06	\$117.93	\$121.94	\$126.10	\$130.39
ANT-114H	Training Specialist	\$83.28	\$86.12	\$89.05	\$92.07	\$95.20	\$98.44
ANT-115H	Sr. Training Specialist	\$110.19	\$113.93	\$117.80	\$121.81	\$125.95	\$130.24
ANT-116H	Principal Training Specialist	\$132.93	\$137.45	\$142.13	\$146.96	\$151.96	\$157.13
ANT-119H	Testing and Validation Specialist	\$75.92	\$78.50	\$81.17	\$83.93	\$86.78	\$89.73
ANT-121H	Principal Testing and Validation Specialist	\$120.20	\$124.29	\$128.51	\$132.89	\$137.40	\$142.08

Cat #	Category Name	Contract Year 10 GSA Price with IFF (11/21/23 to 11/20/24)	Contract Year 11 GSA Price with IFF (11/21/24 to 11/20/25)	Contract Year 12 GSA Price with IFF (11/21/25 to 11/20/26)	Contract Year 13 GSA Price with IFF (11/21/26 to 11/27)	Contract Year 14 GSA Price with IFF (11/21/27 to 11/20/28)	Contract Year 15 GSA Price with IFF (11/21/28 to 11/20/29)
ANT-123H	Instructional System Designer	\$95.44	\$98.68	\$102.04	\$105.50	\$109.09	\$112.80
ANT-124H	Sr. Instructional System Designer	\$113.59	\$117.45	\$121.44	\$125.57	\$129.84	\$134.26
ANT-128H	Staff Graphic Design Specialist	\$86.22	\$89.15	\$92.18	\$95.31	\$98.56	\$101.91
ANT-129H	Sr. Graphic Design Specialist	\$99.43	\$102.81	\$106.31	\$109.92	\$113.66	\$117.53
ANT-130H	Principal Graphic Design Specialist	\$120.20	\$124.29	\$128.51	\$132.89	\$137.40	\$142.08
ANT-133H	Contract Administrator	\$86.65	\$89.59	\$92.63	\$95.79	\$99.04	\$102.41
ANT-134H	Sr. Contracts Administrator	\$116.24	\$120.19	\$124.28	\$128.50	\$132.88	\$137.39
ANT-137H	Program Management Specialist	\$84.08	\$86.94	\$89.89	\$92.95	\$96.11	\$99.38
ANT-138H	Sr. Program Management Specialist	\$110.83	\$114.60	\$118.50	\$122.53	\$126.69	\$131.00
ANT-139H	Principal Program Management Specialist	\$127.75	\$132.09	\$136.58	\$141.23	\$146.04	\$151.00
ANT-148H	Sr. Documentation Specialist	\$104.02	\$107.56	\$111.21	\$114.99	\$118.90	\$122.94
ANT-150H	Technical Editor	\$108.94	\$112.64	\$116.47	\$120.43	\$124.52	\$128.76

Rates are escalated 3.4% annually

Notes:

1. Labor rates include the 0.75% Industrial Funding Fee (IFF) that will be paid to GSA FAS.
2. Hardship and/or Danger Pay will be proposed and invoiced in accordance with State Department guidelines on a task-by-task basis. Both Hardship and Danger are subject to IFF.
3. Other Direct Costs and Open Market Items: In accordance with the Cost Accounting Standards (CAS 410) and its Disclosure Statement and standard accounting practices, GDIT is allowed to and required to apply applicable indirect burdens on ODCs (inclusive of all travel-related costs).
4. Travel: Any travel required by an ordering agency in the performance of service under this MAS contract and allowable under FAR Part 31 will be reimbursed by the ordering agency. Contractor travel will be in accordance with the Federal Travel Regulations or Joint Travel Regulations, as applicable. Established federal government per diem rates will apply to contractor travel, plus applicable G&A expenses.
5. Overtime: Should overtime be required and authorized, GDIT will invoice the Government at one and one-half Times the task order negotiated labor rates for categories determined to be covered by the SCA (identified ** above).

SPECIAL ITEM NUMBER 54151S

INFORMATION TECHNOLOGY SERVICES

SIN 54151S – IT PROFESSIONAL SERVICES

Education/Experience Substitutions

The following presents the allowable substitutions based on education and experience:

Four (4) years' experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

Two (2) years' experience (in addition to minimum experience requirements and Bachelor's degree) may be substituted for a Master's degree.

Two (2) years' experience (in addition to minimum requirements and Master's degree) may be substituted for a Ph.D.

For categories where a Bachelor's degree is required, a Master's degree may be substituted for two (2) years' experience; or a doctoral degree may be substituted for three (3) years' experience

Successful completion of each course in specialized or emerging technology (Windows 2000/XP, Oracle, Powerbuilder, Web development, internet/intranet security, and XML, etc.) may be substituted for one year of experience.

For the categories of JR Network Engineer, Network Engineer, Staff Network Engineer, and Communications Network Manager, a Certificate in a related technology (certified Network Engineer, for example) may be substituted for the degree requirement.

SIN 54151S – Labor Category Descriptions

ANT-001 Technical Expert Level 5

Minimum/General Experience: Six years of general experience in information systems, including four years of specialized experience providing state-of-the art solutions in information systems technology (or, if the particular area of expertise is new state-of-the-art technology, the specialized experience may be less than four years and more consistent with the age of the technology). Performs highly specialized and technical tasks associated with the most current and cutting-edge technologies. May serve as a technical consultant to a project or a number of projects dealing with area of technical expertise. Generally recognized as a leader in the industry in their area of expertise, sought out by others in their area of expertise for advice and guidance.

Functional Responsibility: Provide expert, independent services and leadership in specialized technical areas. Provides expertise on an as-needed basis to all task assignments. Provides expert advice and assistance in state-of-the-art software/hardware. Coordinates with contractor management and Government personnel to ensure that the problem has been properly defined and that the solution will satisfy the Government's requirement.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	10 years
AA/AS	8 years
MA/MS	4 years
Doctorate Degree/Ph.D.	3 years

ANT-002 Technical Expert Level 4

Minimum/General Experience: Eight years of general experience in information systems, including six years of specialized experience providing state-of-the-art solutions in information systems technology (or, if the particular area of expertise is new state-of-the-art technology, the specialized experience may be less than six years and more consistent with the age of the technology). Recognized expert in the technology being addressed.

Functional Responsibility: Provide expert, independent services and leadership in specialized technical areas. Provides expertise on an as-needed basis to all task assignments. Provides expert advice and assistance in state-of-the-art software/hardware. Coordinates with contractor management and Government personnel to ensure that the problem has been properly defined and that the solution will satisfy the Government's requirement.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-003 Technical Expert Level 3

Minimum/General Experience: Ten years of general experience in information systems, including eight years of specialized experience providing state-of-the-art solutions in information systems technology (or, if the particular area of expertise is new state-of-the-art technology, the specialized experience may be less than eight years and more consistent with the age of the technology). Recognized expert in the technology being addressed.

Functional Responsibility: Provide expert, independent services and leadership in specialized technical areas. Provides expertise on an as-needed basis to all task assignments. Provides expert advice and assistance in state-of-the-art software/hardware. Coordinates with contractor management and Government personnel to ensure that the problem has been properly defined and that the solution will satisfy the Government's requirement.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	16 years
AA/AS	14 years
BA/BS	12 years
Doctorate Degree/Ph.D.	9 years

ANT-004 Technical Expert Level 2

Minimum/General Experience: Twelve years of general experience in information systems, including ten years of specialized experience providing state-of-the-art solutions in information systems technology (or, if the particular area of expertise is new state-of-the-art technology, the specialized experience may be less than ten years and more consistent with the age of the technology).

Functional Responsibility: Provide expert, independent services and leadership in specialized technical areas. Provides expertise on an as-needed basis to all task assignments. Provides expert advice and assistance in state-of-the-art software/hardware. Coordinates with contractor management and Government personnel to ensure that the problem has been properly defined and that the solution will satisfy the Government's requirement.

Minimum Education: MA/MS

Approved Substitutions

Education	Experience
HS	18 years
AA/AS	16 years
BA/BS	14 years
Doctorate Degree/Ph.D.	11 years

ANT-005 Technical Expert Level 1

Minimum/General Experience: Fifteen years of general experience in information systems, including ten years of specialized experience providing state-of-the-art solutions in information systems technology (or, if the particular area of expertise in new state-of-the-art technology, the specialized experience may be less than ten years and more consistent with the age of the technology). Recognized expert in the technology being addressed.

Functional Responsibility: Provide expert, independent services and leadership in specialized technical areas. Provides expertise on an as-needed basis to all task assignments. Provides expert advice and assistance in state-of-the-art software/hardware. Coordinates with contractor management and Government personnel to ensure that the problem has been properly defined and that the solution will satisfy the Government's requirement.

Minimum Education: Doctorate Degree/Ph.D.

Approved Substitutions	
Education	Experience
HS	22 years
AA/AS	20 years
BA/BS	18 years
MA/MS	16 years

ANT-006 Project Manager/Task Lead

Minimum/General Experience: Seven years of general experience including five years of specialized experience of which two years were direct supervisory experience.

Functional Responsibility: Monitors each task, and keeps the Program Manager abreast of all problems and accomplishments. Anticipates problems and works to mitigate the anticipated problems. As a team or project leader, provides technical direction for the complete systems development effort. May serve as a technical authority for a design area. As a staff specialist or consultant, resolves unique and unyielding systems problems using new technology. Can complete tasks within estimated time frames and budget constraints. Schedules and assigns duties to subordinates. Interacts with government management personnel. Reports in writing and orally to contractor management and government representatives, including the government contracting officer.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	11 years
AA/AS	9 years
MA/MS	5 years
Doctorate Degree/Ph.D.	4 years

ANT-007 Program Manager

Minimum/General Experience: Ten years' experience, of which at least six years must be specialized. Specialized experience includes: complete engineering project development from inception to deployment, demonstrated ability to provide guidance and direction in the tasks similar to the sample tasks provided in the statement of work, proven expertise in the management and control of funds and resources, demonstrated capability in managing multi-task contracts of this type and complexity. General experience includes increasing responsibilities in information systems design and management.

Functional Responsibility: Serves as the contractor's contract manager and shall be the contractor's authorized interface with the Government Contracting Officer (CO), the Contracting Officer's Representative (COR), government management personnel and customer agency representatives. Responsible for formulating and enforcing work standards, assigning contractor schedules, reviewing work discrepancies, supervising contractor personnel and communicating policies, purposes, and goals of the organization to subordinates. Shall be responsible for the overall contract performance. Ability to manage and ensure the successful completion multiple technical tasks in assigned program(s)

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	14 years
AA/AS	12 years
MA/MS	8 years
Doctorate Degree/Ph.D.	7 years

ANT-008 Sr. Program Manager

Minimum/General Experience: Twelve years' experience, of which at least five years must be supervisory experience. Must have the ability to manage and ensure the successful completion of multiple technical tasks in assigned program(s). Must have the ability to recruit, hire, manage, supervise, train, schedule, coordinate, and evaluate staff as assigned.

Functional Responsibility: Responsible for managing very complex and/or high-risk programs. Directs daily staff and task activities to meet client and corporate work objectives. Supervises assigned technical and administrative staff, including subordinate managers. Assures quality of task products, services, and deliverables, including participating in reviews, audits, and site visits. Serves as a liaison with clients to coordinate activities, negotiate tasks, and solve problems. Responsible for coordinating and monitoring subcontractor activities.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	16 years
AA/AS	14 years
MA/MS	10 years
Doctorate Degree/Ph.D.	9 years

ANT-009 Proprietary Product Application Developer

Minimum/General Experience: Completed three proprietary product courses such as Oracle 9i Forms, Oracle 9iAS Release 2PL/SQL, and Oracle 9i J2EE, and at least one year experience performing application development or; received a certification level with the proprietary product (such as Lotus Notes) and at least one year of experience performing applications development, in a broad based ADP setting. One year development experience using high technology and/or emerging technology proprietary software including but not limited to Oracle Application Development Products, Powerbuilder, Lotus Notes, Windows NT, JAVA, Visual C++, Netscape, and other Internet developer and applicator tools. Must have excellent communication skills both written and oral.

Functional Responsibility: Participates in the development of modernized software applications using high technology and/or emerging technology proprietary software.

ANT-010 Proprietary Product Application Designer

Minimum/General Experience: Completed four proprietary product courses such as Data Modeling and Relational Database Design, Oracle IDS Designer, Managing Development Using Oracle Repository, and Oracle 9iAS: Develop Web Based Applications with PL/SQL, Introduction to Design Proprietary Product (such as Oracle

SQL, Powerbuilder, Windows NT) and at least one year of experience performing analysis, design and development, or; received a certification level with the proprietary product (such as Lotus Notes) and at least one year of experience performing analysis, design and development or four years of intensive and progressive experience performing analysis, design and development on contemporary hardware using contemporary languages, two years of experience performing design and development using high technology and/or emerging technology CASE technology such as Oracle CASE products, Rational Rose, or UML. Must have excellent communication skills both written and oral.

Functional Responsibility: Performs high-level analysis and design tasks associated with the overall design of application systems using one or more high technology or emerging technology proprietary product tools. Directs emerging technology software development programs to include system and subsystem design and implementation. Works directly with the customer to define requirements.

ANT-011 Proprietary Product Database Administrator

Minimum/General Experience: Completed 3 proprietary product courses such as Oracle 9i DBA Fundamentals II, Oracle 9i Database Performance Tuning, Enterprise DBA Part 1A: Architecture and Administration, and at least two years experience in all phases of system analysis, data base administration, or five years of intensive and progressive experience in all phases of systems analysis, design and development. Three years experience as a database administrator for proprietary product RDBMS, such as ORACLE. Must have experience as Database Administrator with the latest commonly used version of the relevant RDBMS.

Functional Responsibility: Creates and manages the database. Performs exceptionally complex database administration functions which include, but is not limited to, managing/maintaining distributed relational databases residing in a central system. Provides 24 x 7 support for production issues.

ANT-012 Proprietary Product System Architect

Minimum/General Experience: Completed 4 proprietary product courses such as SQL and PL/SQL. Data Modeling and Relational Database Design, Oracle 9i Forms, Oracle 9iAS: Develop Web Based Applications with PL/SQL, and at least one year of experience in application design and development, or; completed three proprietary product courses and at least two years of experience in application design and development, or; six years experience in performing application development in a broad based ADP setting including two years of extensive experience in proprietary product architect tools such as Oracle Design/2000. Must have experience in the latest commonly used version of proprietary product such as Oracle RDBMS version 8.x or 9.x. Must have excellent communication skills both written and oral.

Functional Responsibility: Participates in all phases of system design and development of complex applications generally in a client/server environment using a variety of proprietary product or emerging technology tools in a variety of operating environments. Works closely with the customer to validate system design and architecture.

ANT-013 Business Process Reengineering Analyst

Minimum/General Experience: Completed a minimum of 3 courses in Information Engineering & Business Process Reengineering Methodologies such as Activity Based Costing, IDEF Modeling, Facilitation, and two years' experience performing analysis projects, or; five years' experience, of which at least two years must be specialized in the implementation of information engineering projects using IE tools and methods. Two years business/functional experience is desirable, to support the business modeling.

Functional Responsibility: Applies business process improvement practices to reengineer methodologies/principles and business process modernization projects. Applies, as appropriate, activity and data modeling, transaction flow analysis, internal control and risk analysis and modern business methods and performance measurement techniques.

ANT-015 Scientist

Minimum/General Experience: Two years' experience. Also requires knowledge of the principles, methods, and techniques used in scientific functional area(s) and knowledge of the associated equipment and systems used in assigned scientific functional area(s).

Functional Responsibility: Initiates and executes scientific research and/or development studies; analyzes problems and develops experimental or theoretical techniques for formalized engineering or scientific studies; resolves a variety of technical problems leading to advanced engineering studies designed to increase efficiency or reduce costs; plans and executes laboratory research; analyzes and organizes technical data and reports into summaries for management or customer review; demonstrates creative ability through patent disclosures or published papers; prepares technical manuals, reports and procedures reflecting advanced knowledge in assigned area of expertise; defines and describes laboratory tests to be performed; participates in test programs and prepares reports of test results; participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	6 years
AA/AS	4 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-016 Staff Scientist

Minimum/General Experience: Five years' experience. Also requires knowledge of the principles, methods, and techniques used in scientific functional area(s) and knowledge of the associated equipment and systems used in scientific functional area(s).

Functional Responsibility: Initiates and executes scientific research and/or development studies; analyzes problems and develops experimental or theoretical techniques for formalized engineering or scientific studies; carries out development and testing of programs on systems, components and materials concurrent with design, fabrication or testing to better evaluate and minimize future problems; plans and executes laboratory research; develops alternative solutions to existing problems; uses specialized techniques and ingenuity to select and evaluate approaches to unforeseen or unique problems; performs or delegates all detail work necessary to determine optimum solutions; evaluates proposals and makes recommendations based on sound scientific principles and practical considerations; may provide work leadership for lower level employees; prepares cost and schedule estimates and technical documents on proposed projects in assigned area; demonstrates creative ability through patent disclosures, problem solving, scientific reports or technical papers and articles; participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-017 SR Scientist

Minimum/General Experience: Eight years' experience. Also requires advanced knowledge of the principles, methods, theories, and techniques used in scientific functional area(s), advanced knowledge of the associated equipment and systems used in scientific functional area(s), and ability to serve as a technical task or project lead.

Functional Responsibility: Initiates, directs, and executes scientific research and/or development studies; may serve as a technical team or task lead; plans and performs scientific duties on new and varied problems where only general objectives are stated; coordinates broad phases of a project and performs advanced development work to obtain or maintain technical leadership in assigned field; plans and executes laboratory research; plans scientific effort in coordination with related efforts of other projects, departments, etc.; establishes and defines the theoretical bases and principles which should apply and the empirical test procedures to be used; conducts investigations or tests pertaining to the development of new designs, methods, materials, or processes and investigates possible applications of results; interprets and evaluates test data and results of investigations and

develops recommendations; recommends necessary corrections in technical analyses and design to ensure successful project completion; may provide technical consultation in area of specialty; may serve as a technical team or task lead; demonstrates creative ability through patent disclosures, problem solving, scientific reports or technical papers and articles; participates in special projects as required.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	14 years
AA/AS	12 years
BA/BS	10 years
Doctorate Degree/Ph.D.	7 years

ANT-018 Principal Scientist

Minimum/General Experience: Ten years' experience in a specific scientific field. Also requires advanced knowledge of the principles, methods, theories, and techniques used in scientific functional area(s), as well as associated equipment and systems used in scientific functional area(s). Must also have the ability to serve as a technical team or task lead.

Functional Responsibility: Initiates, directs, and executes advanced-level scientific research and/or development studies. Plans and performs advanced scientific studies on new and varied problems where only general objectives are stated; acts as technical liaison with customers and sponsors, to include the preparation and presentation of high-level technical information; interprets, organizes, and coordinates overall project assignments within an assigned scientific functional area; plans and executes laboratory research; analyzes, evaluates, and plans methods of approach for projects and organizes means to achieve the solution of problems; serves as technical team or task lead; may provide supervision to lower-level staff; establishes and defines the theoretical bases and principles which should apply and the empirical test procedures to be used; conducts complex investigations or tests pertaining to the development of new designs, methods, materials, or processes and investigates possible applications of results; interprets and evaluates test data and results of investigations and develops recommendations; recommends necessary corrections in technical analyses and design to ensure successful project completion; specifies equipment, materials and suppliers required for completion and implementation of projects; evaluates vendor capabilities to provide or build required services, supplies, or equipment; maintains a current knowledge of technologies through the careful review of reports, patents, literature and other data; demonstrates creative ability through patent disclosures, problem solving, scientific reports or technical papers and articles; participates in special projects as required.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	16 years
AA/AS	14 years
BA/BS	12 years
Doctorate Degree/Ph.D.	9 years

ANT-019 SR Principal Scientist

Minimum/General Experience: Fifteen years' experience in a specific scientific field. Also requires advanced knowledge of the principles, methods, theories, and techniques used in scientific functional area(s), advanced knowledge of the associated equipment and systems used in scientific functional area(s), and the ability to serve as a technical team or task lead and supervise and direct the work of assigned staff.

Functional Responsibility: Makes decisions and recommendations that are recognized as authoritative and have an important impact on extensive scientific activities of the organization. This individual acts as primary technical liaison with customers and sponsors, to include the preparation and presentation of high-level technical information; analyzes, evaluates, and plans methods of approach for projects and organizes means to achieve the solution of problems; serves as technical team or task lead; supervises and directs the work of lower-level scientific

and technical personnel; plans and executes laboratory research and/or the development and/or evaluation of advanced physics or first-principles engineering models; establishes and defines the theoretical bases and principles which should apply and the empirical test procedures to be used; conducts complex investigations or tests pertaining to the development of new designs, methods, materials, or processes and investigates possible applications of results; interprets and evaluates test data and results of investigations and develops recommendations; recommends necessary corrections in technical analyses and design to ensure successful project completion; specifies equipment, materials and suppliers required for completion and implementation of projects; evaluates vendor capabilities to provide or build required services, supplies, or equipment; maintains a current knowledge of technologies through the careful review of reports, patents, literature and other data; demonstrates creative ability through patent disclosures, problem solving, scientific reports or technical papers and articles; participates in special projects as required.

Minimum Education: Doctorate Degree/Ph.D.

Approved Substitutions	
Education	Experience
HS	23 years
AA/AS	21 years
BA/BS	19 years
MA/MS	17 years

ANT-023 JR Systems Engineer

Minimum/General Experience: Requires no experience and knowledge of the principles, methods, and techniques used in the engineering, development, maintenance, and application of multiple operating systems; knowledge of or certification in one or more specific applications or processes may be required, depending on job assignment; must have the ability to write, maintain, and modify technical documentation/specifications.

Functional Responsibility: Assists in the design, development, analysis, installation, maintenance, operation and servicing of computer operating/hardware systems; provides customer support; works under direct supervision; does related work as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	4 years
AA/AS	2 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-024 Systems Engineer

Minimum/General Experience: Three years' experience of which at least one year must be specialized. Specialized experience includes analytically solving workflows, organization, and/or planning problems. General experience includes increasing responsibilities in systems engineering.

Functional Responsibility: Designs software tools and subsystems to support software reuse and domain analysis. Interprets software requirements and design specifications to code, and integrates and tests software components.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	7 years
AA/AS	5 years
MA/MS	1 years

Doctorate Degree/Ph.D.	0 years
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ANT-025 Staff Systems Engineer

Minimum/General Experience: Six years' experience, of which at least three must be specialized. Specialized experience includes: supervision of system engineers, and demonstrated use of interactive, interpretative systems with on-line, real-time acquisition capabilities. General experience includes increasing responsibilities in systems engineering.

Functional Responsibility: Analyzes and studies complex system requirements. Designs software tools and subsystems to support software reuse and domain analyses and manages their implementation. Manages software development and support using formal specifications, data flow diagrams, other accepted design techniques and CASE tools. Estimates software development costs and schedule. Reviews existing programs and assists in making refinements, reducing operating time, and improving current techniques. Supervises software configuration management

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	10 years
AA/AS	8 years
MA/MS	4 years
Doctorate Degree/Ph.D.	3 years

ANT-026 SR Systems Engineer

Minimum/General Experience: Eight years' directly related experience in all phases of systems engineering. Also requires advanced knowledge of the principles, methods, and techniques used in all phases of the engineering, application, and development of multiple operating systems; knowledge of or certification in specific applications or processes may be required, depending on job assignment.

Functional Responsibility: Participates in all phases of computer operating/hardware systems engineering, including design, analysis, and modeling at a highly technical level; analyzes complex computer software/hardware requirements to provide integration and implementation support; performs operating/hardware systems engineering, including full life cycle design and development; analyzes and documents users' functional and data requirements; develops site survey instruments to gather detailed user requirements and business process analysis data; conducts functional user interviews to document functional, system, customization, and data requirements and data sources; formulates system concepts and architecture, specifies requirements, and develops implementation approaches; determines data requirements for internal processes and external interfaces; develops new systems or tailors commercial products to meet user requirements; directs and coordinates all activities necessary to complete a major engineering project or several small projects to specification and on schedule; may serve as task or project lead, exercising leadership in either a technical role training other hardware engineers and implementing and enforcing established standards and technologies, or in a project coordination role leading tasks and assuming responsibility for the design, development, test and delivery of a software system or application;

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-027 Principal Systems Engineer

Minimum/General Experience: Ten years' directly related experience in all phases of systems engineering. Requires advanced knowledge of the principles, methods, and techniques used in all phases of the engineering, application, and development of multiple operating systems; knowledge of or certification in specific applications or processes may be required, depending on job assignment.

Functional Responsibility: Establishes state-of-the-art techniques for designing, developing, modifying and troubleshooting highly complex computer operating/hardware system; may work independently on projects requiring advanced, concentrated and diversified knowledge regarding engineering principles in broad assignment areas or may serve as project lead with supervisory responsibilities. Designs operating/hardware systems; formulates system concepts and architecture, specifies requirements, and develops implementation approaches; identifies and directs resolution of complex hardware/software interface issues; subject matter expert on emerging technologies; directs the development of systems specifications and technical documentation; may serve as project lead, either working independently in a technical role in field of specialization, or in providing work leadership with management or supervisory responsibility for the group;

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	14 years
AA/AS	12 years
MA/MS	8 years
Doctorate Degree/Ph.D.	7 years

ANT-028 SR Principal Systems Engineer

Minimum/General Experience: Fifteen years' directly related experience in all phases of systems engineering. Also requires advanced knowledge of the principles, methods, and techniques used in all phases of the engineering, application, and development of multiple operating systems; knowledge of or certification in specific applications or processes may be required, depending on job assignment.

Functional Responsibility: Works at the highest systems level to provide expert advice and counsel to assigned functional/user area managers and project teams for systems of the most complex nature, often crossing functional lines. Designs major computer systems; coordinates work on subsystems; oversees the integration of new applications with established systems and files; confers with assigned systems users and evaluates utilization to identify requirements modifications which will facilitate integration, increase efficiency and/or reduce costs; investigates new procedures, equipment and operating systems to determine their usefulness and applicability to operations; assists systems management in developing systems analysis standards and provides consultative direction to applications programmers, systems software engineers, computer center operations and user personnel in the planning and scheduling of systems projects which cross functional lines or are of the most complex nature.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	21 years
AA/AS	19 years
BA/BS	17 years
Doctorate Degree/Ph.D.	14 years

ANT-029 Information Engineer

Minimum/General Experience: Five years' experience, of which at least two years must be specialized in information systems development, functional and data requirements analysis, systems analysis and design, programming, program design and documentation preparation. The following experience is also required: two years' experience in the implementation of information engineering projects and experience in systems analysis; design and programming using CASE and IE tools and methods. Two years business/functional experience is desirable, to support the business modeling activities. Must demonstrate the ability to work independently or under

only general direction.

Functional Responsibility: Applies a business-wide set of disciplines for the planning, analysis, design and construction of information systems on a business-wide basis or across a major sector of the business. Performs business strategic systems planning, information planning, business and analysis. Performs process and data modeling in support of the planning and analysis efforts using both manual and automated tools such as Integrated Computer Aided Software Engineering (I-CASE) tools. Applies reverse engineering and reengineering disciplines to develop migration strategic and planning documents. Provides technical guidance in software engineering techniques and automated support tools.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-030 SR Information Engineer

Minimum/General Experience: Eight years' experience, of which at least five must be specialized in information systems development, functional and data requirements analysis, systems analysis and design, programming, program design and documentation preparation. The following experience is also required: demonstrated experience in the implementation of information engineering projects; systems analysis, design and programming using CASE and IE tools and methods and three to five years of business or functional experience. Must demonstrate the ability to work independently or under only general direction.

Functional Responsibility: Applies business process improvement practices to reengineer methodologies/principles and business process modernization projects. Applies, as appropriate, activity and data modeling, transaction flow analysis, internal control and risk analysis and modern business methods and performance measurement techniques. Assist in establishing standards for information systems procedures. Develops and applies organization-wide information models for use in designing and building integrated, shared software and database management systems. Construct sound, logical business improvement opportunities consistent with the CIM guiding principles, cost savings, and open system architecture objectives. Provides daily supervision and direction to staff.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-031 Principal Information Engineer

Minimum/General Experience: Ten years' experience in information systems development, functional and data requirements analysis, systems analysis and design, programming, program design and documentation preparation. A minimum of five years' experience is required in the following: demonstrated experience in managing the implementation of information engineering projects and experience in systems analysis, design and programming using CASE and IE tools and methods. Proven managerial and supervisory skills. Demonstrated exceptional written and oral communications skills, including giving formal presentations to different audiences. Must demonstrate the ability to work independently or under only general direction.

Functional Responsibility: Applies an enterprise-wide set of disciplines for the planning, analysis, design and construction of information systems on an enterprise-wide basis or across a major sector of the enterprise. Develops analytical and computational techniques and methodology for problem solutions. Performs enterprise-

wide strategic systems planning, business information planning, business and analysis. Performs process and data modeling in support of the planning and analysis efforts using both manual and automated tools such as Integrated Computer Aided Software Engineering (I-CASE) tools. Applies reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. Provides technical guidance in software engineering techniques and automated support tools.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	14 years
AA/AS	12 years
MA/MS	8 years
Doctorate Degree/Ph.D.	7 years

ANT-032 JR Software Engineer

Minimum/General Experience: Requires no experience and knowledge of the fundamental concepts, practices and procedures used in software engineering and applications and systems development.

Functional Responsibility: Assists in the design, development, analysis, and implementation of software operating systems and software application programs; works under general supervision; does related work as required. Works from specifications to develop and modify operating systems and software applications; participates in the design, coding, testing, debugging, and documentation of programs; assists in the definition of limited design specifications and parameters; assists engineers or analysts with the hardware/software integration of the application or utility into software operating systems; assists in the analysis of system architecture requirements; may customize purchased applications; participates in the research of emerging technologies to determine impacts on application execution; analyzes and documents client needs and requirements; assists with writing, modifying, and maintaining technical documentation and specifications such as user manuals, system documentation, and training materials; performs integration testing and support of various computer operating and/or network systems; troubleshoots and provides customer support for software operating system and application issues; maintains current knowledge of relevant hardware and software applications as assigned.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	4 years
AA/AS	2 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-033 Software Engineer

Minimum/General Experience: Two years' directly related experience in software engineering, including the design, coding, testing, and documentation of computer programs. Also requires knowledge of the fundamental concepts, practices and procedures used in software engineering and applications and systems development.

Functional Responsibility: Participates in the design, development, analysis, and implementation of software operating systems and software application programs; works under general supervision; performs software operating systems and application engineering, including full life cycle design and development; works from specifications to develop and modify operating systems and software applications; participates in the design, coding, testing, debugging, and documentation of programs; participates in the definition of limited design specifications and parameters; assists engineers or analysts with the hardware/software integration of the application or utility into software operating systems; analyzes system architecture requirements; performs requirements acquisition and definition and data analysis; may customize purchased applications; performs technical and subject matter research on emerging technologies to determine impacts on application execution; analyzes and documents client needs and requirements; participates in the writing, modifying, and maintaining technical documentation and specifications such as user manuals, system documentation, and training materials; performs integration testing and support of various computer operating and/or network systems; troubleshoots and

provides customer support for software operating system and application issues; maintains current knowledge of relevant hardware and software applications as assigned; participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	6 years
AA/AS	4 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-034 Staff Software Engineer

Minimum/General Experience: Three years' directly related experience in software engineering, including the design, coding, testing, and documentation of computer programs. Also requires knowledge of the fundamental concepts, practices and procedures used in software engineering and applications and systems development.

Functional Responsibility: Performs software operating systems and software application programs design, development, analysis, and implementation; performs software operating systems and application engineering, including full life cycle design and development; works under limited supervision; works from specifications to develop and modify operating systems and software programming applications; designs, codes, tests, debugs, and documents programs; defines limited design specifications and parameters; resolves hardware/software compatibility and interface design considerations; analyzes system architecture requirements; performs requirements acquisition and definition and data analysis; may customize purchased applications; conducts technical and subject matter research on emerging technologies to determine impacts on application execution; analyzes and documents client needs and requirements; participates in writing, modifying, and maintaining technical documentation and specifications such as user manuals, system documentation, and training materials; performs integration testing and support of various computer operating and/or network systems; troubleshoots and provides customer support for software operating systems and application issues; maintains current knowledge of relevant hardware and software applications as assigned.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	7 years
AA/AS	5 years
MA/MS	1 years
Doctorate Degree/Ph.D.	0 years

ANT-035 SR Software Engineer

Minimum/General Experience: Five years' directly related experience in the design, writing, and testing of computer programs or database development. Also requires comprehensive knowledge of the principles, practices, and procedures used in all phases of full life cycle applications and systems development, engineering, programming, and analysis

Functional Responsibility: Participates in all phases of software operating systems and software application programs engineering, including design, analysis, and modeling at a highly technical level; Performs software operating systems and application engineering, including full life cycle application systems design and development; assesses system architecture and hardware limitations; defines and selects new concepts and approaches for the design, development, and implementation of software engineering applications; defines complex design specifications and parameters; resolves complex hardware/software compatibility and interface design considerations; performs requirements acquisition and definition and data analysis; directs research on emerging technologies to determine impacts on application execution; performs systems modeling; may perform database analysis, design, implementation, and testing; writes, modifies, and maintains technical documentation and specifications such as user manuals, system documentation, and training materials; performs integration testing and support of various computer operating and/or network systems; troubleshoots and provides customer

support for software operating systems and application issues; analyzes and documents client needs and requirements; serves as liaison with clients, participates in meetings to ensure client needs are met and may make client presentations; may serve as task or team lead, exercising leadership in either a technical role training other software engineers and implementing and enforcing established standards and technologies, or in a project coordination role leading tasks and assuming responsibility for the design, development, test and delivery of a software system or application;

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-036 Principal Software Engineer

Minimum/General Experience: Eight years' directly related experience in the design, writing, and testing of computer programs or database development, with two or more years' experience in software operating systems architecture. Also requires expert knowledge of the principles, practices, and procedures used in all phases of full life cycle applications and systems development, engineering, programming, and analysis at a highly technical level.

Functional Responsibility: Participates in all phases of software operating systems and software application programs engineering, including design, analysis, and modeling at an expert level; establishes state-of-the-art techniques for designing, developing, modifying and troubleshooting highly complex software operating systems and applications architectures; defines complex design specifications and parameters; identifies and directs resolution of complex hardware/software interface issues; can serve as a subject matter expert on emerging technologies; directs the development of systems specifications and technical documentation; may serve as project lead, either working independently in a technical role in field of specialization, or providing work leadership with management or supervisory responsibility for the group.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	14 years
AA/AS	12 years
BA/BS	10 years
Doctorate Degree/Ph.D.	7 years

ANT-037 Software Architect

Minimum/General Experience: Ten years' directly related experience in the design, writing, and testing of computer programs or database development, with four or more years' experience in software operating systems architecture. Also requires expert knowledge of the principles, practices, and procedures used in all phases of full life cycle applications and systems development, engineering, programming, and analysis at a highly technical level.

Functional Responsibility: Establishes state-of-the-art techniques for designing, developing, modifying and troubleshooting highly complex software operating systems and applications architectures; defines complex design specifications and parameters; identifies and directs resolution of complex hardware/software interface issues; is recognized as a subject matter expert in all areas of software engineering, including emerging technologies; directs the development of systems specifications and technical documentation; may serve as project lead, either working independently in a technical role in field of specialization, or providing work leadership with management or supervisory responsibility for the group; responsible for task cost, schedule and level of effort estimates; reports project progress directly to senior management; performs business development services; may provide expertise to multiple projects and tasks; may supervise and direct the work of assigned staff.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	16 years
AA/AS	14 years
BA/BS	12 years
Doctorate Degree/Ph.D.	9 years

ANT-038 Computer Security Specialist

Minimum/General Experience: Seven years' experience, of which at least five years must be information security/Information Assurance (IA) experience. Must have experience in security administration, evaluation of security/Information Assurance product capabilities, assessment and policy development. Must have a solid understanding of federal information security/assurance policies, standards and regulations.

Functional Responsibility: Gathers and organizes technical information about an organization's mission goals and needs, IT infrastructure and existing security/IA products. Assists in developing security/IA policies, procedures and standards. Responsibilities will include working with the customer to minimize risks and assess and secure networks.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	11 years
AA/AS	9 years
MA/MS	5 years
Doctorate Degree/Ph.D.	4 years

ANT-039 SR Computer Security Specialist

Minimum/General Experience: Ten years' experience, of which at least eight must be information security/Information Assurance (IA) experience. Must have experience in security administration, evaluation of security/Information Assurance product capabilities, assessment and policy development. Must have a solid understanding of federal information security/assurance policies, standards and regulations.

Functional Responsibility: Gathers and organizes technical information about an organization's mission goals and needs, IT infrastructure, and existing security/IA products. Assists in developing security/IA policies, procedures, and standards. Responsibilities will include working with the customer to minimize risks and assess and secure networks. Evaluates and recommends security products for various platforms and initiatives. May act as a project leader and provide technical leadership and guidance.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	14 years
AA/AS	12 years
MA/MS	8 years
Doctorate Degree/Ph.D.	7 years

ANT-040 JR Database Architect

Minimum/General Experience: Two years' directly related experience in the design, maintenance, and coding of databases. Also requires knowledge of the principles, methods, and techniques used in all phases of database development, coding, and design, including business analysis, event modeling, logical and physical database

design, data access analysis and design, DBMS optimization, archive and recovery strategy, load strategy design and implementation, security, and change management.

Functional Responsibility: Participates in the design, maintenance, enhancement, and coding of relational databases; analyzes and determines information needs and elements, data relationships and attributes, data flow and storage requirements, and data output and reporting capabilities; assists on developing data modeling and participates in data acquisition and access analysis and design, and archive, recovery, and load strategy design and implementation; coordinates new data development ensuring consistency and integration with existing data warehouse structure; reviews requests for data and data usage, researches data sources for new and better data feeds; participates in continuous improvement efforts in enhancing performance and providing increased functionality; assists with the development of screens and queries; tests designed applications; assists with upgrades and maintenance of hardware and software; maintains current knowledge of relevant hardware and software applications as assigned; participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	6 years
AA/AS	4 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-041 Database Architect

Minimum/General Experience: Three years' directly related experience in the design, maintenance, and coding of databases. Also requires knowledge of the principles, methods, and techniques used in all phases of database development, coding, and design, including business analysis, event modeling, logical and physical database design, data access analysis and design, DBMS optimization, archive and recovery strategy, load strategy design and implementation, security, and change management

Functional Responsibility: Designs, maintains, enhances, and codes relational databases; analyzes and determines information needs and elements, data relationships and attributes, data flow and storage requirements, and data output and reporting capabilities; develops data modeling and participates in data acquisition and access analysis and design, and archive, recovery, and load strategy design and implementation; coordinates new data development ensuring consistency and integration with existing data warehouse structure; reviews requests for data and data usage, researches data sources for new and better data feeds; participates in continuous improvement efforts in enhancing performance and providing increased functionality; designs data structures to accommodate database production, storage, maintenance, and accessibility; develops screens and queries; tests designed applications; performs upgrades and maintenance of hardware and software; provides technical support and guidance to users; maintains current knowledge of relevant hardware and software applications as assigned; may serve as team or technical task lead; participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	7 years
AA/AS	5 years
MA/MS	1 years
Doctorate Degree/Ph.D.	0 years

ANT-042 SR Database Architect

Minimum/General Experience: Five years' directly related experience in the design, maintenance, and coding of databases. Also requires advanced knowledge of the principles, methods, and techniques used in all phases of database development, coding, and design, including business analysis, event modeling, logical and physical database design, data access analysis and design, DBMS optimization, archive and recovery strategy, load strategy design and implementation, security, and change management.

Functional Responsibility: Designs, maintains, enhances, and codes relational databases; analyzes and determines information needs and elements, data relationships and attributes, data flow and storage requirements, and data output and reporting capabilities; develops data modeling and is responsible for data acquisition and access analysis and design, and archive, recovery, and load strategy design and implementation; coordinates new data development ensuring consistency and integration with existing data warehouse structure; reviews business requests for data and data usage, researches data sources for new and better data feeds; participates in continuous improvement efforts in enhancing performance and providing increased functionality; designs data structures to accommodate database production, storage, maintenance, and accessibility; develops screens and queries; tests designed applications; may perform upgrades and maintenance of hardware and software; provides technical support and guidance to users; maintains current knowledge of relevant hardware and software applications as assigned; may serve as team or technical task lead and provide guidance and training to lower-level staff; participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-045 Computer Programmer/Analyst

Minimum/General Experience: Three years' experience in the computer programming field. Depending on the job assignment, knowledge of or certification in specific applications or processes may be required in the following areas: Web technologies, design technologies, specific programming languages, authoring languages and systems, and Modeling and Simulation (M&S) technologies, processes, and tools.

Functional Responsibility: Generates new code and corrects, converts, and/or modifies existing code to meet documented standards; designs new and/or redesigns and maintains existing software products; identifies client needs and requirements based on evaluation of client documentation and interviews; performs data and technical analysis; performs a variety of testing procedures on assigned products, analyzes test results, and corrects problems; prepares test scripts and descriptions and examines to locate necessary modifications; analyzes and modifies program specifications and documentation to support contract requirements; may design and develop computer-based and/or multimedia courseware for customer training initiatives utilizing appropriate authoring languages, systems, animation and graphics software; provides customer support to clients and troubleshoots problems.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	7 years
AA/AS	5 years
MA/MS	1 years
Doctorate Degree/Ph.D.	0 years

ANT-046 Staff Computer Programmer/Analyst

Minimum/General Experience: Four years' experience in the computer programming field. Depending on the job assignment, knowledge of or certification in specific applications or processes may be required in the following areas: Web technologies, design technologies, specific programming languages, authoring languages and systems, and Modeling and Simulation (M&S) technologies, processes, and tools.

Functional Responsibility: Programs, designs, analyzes, codes, implements, and tests software applications and modules in various languages, including business software systems and applications; provides network support including providing technical solutions and training; writes, modifies, and maintains software documentation and specifications; performs integration testing and support of various computer operating and/or network systems; installs, configures, and troubleshoots various hardware and software platforms; analyzes and documents client needs and requirements; may train other programmer/analysts; develops product documentation to describe system requirements and use; may design and develop computer-based and/or multimedia courseware for customer training initiatives utilizing appropriate authoring languages, systems, animation and graphics software; participates in meeting; prepares reports on analyses, findings, and project progress; performs technical research on emerging technologies to determine impacts on application execution.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	8 years
AA/AS	6 years
MA/MS	2 years
Doctorate Degree/Ph.D.	1 years

ANT-047 SR Computer Programmer/Analyst

Minimum/General Experience: Five years' experience in the computer programming field. Depending on the job assignment, knowledge of or certification in specific applications or processes may be required in the following areas: Web technologies, design technologies, specific programming languages, authoring languages and systems, and Modeling and Simulation (M&S) technologies, processes, and tools.

Functional Responsibility: Participates in all phases of software development, including system design, analysis, architecture, and engineering; programs, designs, analyzes, codes, implements, and tests software applications, modules, and databases in various languages, including those associated with scientific, technical, or engineering problems; performs process analyses in order to recommend improvements; performs system, network, and/or database administration, analysis, design, implementation, and testing; analyzes and documents client needs and requirements; provides technical support including providing technical solutions and training; writes, modifies, and maintains software documentation and specifications; Performs a variety of testing for computer operating and/or network systems; performs data and technical analysis and information engineering; installs, configures, and troubleshoots various hardware and software platforms; may design and develop computer-based and/or multimedia courseware for customer training initiatives utilizing appropriate authoring languages, systems, animation and graphics software; participates in meetings and design reviews; prepares reports on analyses, findings, and project progress; performs technical research on emerging technologies to determine impacts on application execution; may serve as a technical task or team lead.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-048 Principal Computer Programmer/Analyst

Minimum/General Experience: Eight years' experience in the computer programming field. Depending on the job assignment, knowledge of or certification in specific applications or processes may be required in the following areas: Web technologies, design technologies, specific programming languages, authoring languages and systems, and Modeling and Simulation (M&S) technologies, processes, and tools.

Functional Responsibility: Participates in all phases of software development, including system design, analysis, architecture, and engineering; plans and directs the development of major programming projects and the

installation of systems; programs, designs, analyzes, codes, implements, and tests software applications, modules, and databases in various languages, including those associated with scientific, technical, or engineering problems; performs process analyses in order to recommend improvements; performs system, network, and/or database administration, analysis, design, implementation, and testing; analyzes and documents client needs and requirements; provides technical support including providing technical solutions and training; writes, modifies, and maintains software documentation and specifications; performs a variety of testing for computer operating and/or network systems; performs data and technical analysis and information engineering; installs, configures, and troubleshoots various hardware and software platforms; may design and develop computer-based and/or multimedia courseware for customer training initiatives utilizing appropriate authoring languages, systems, animation and graphics software; participates in meetings and design reviews; prepares reports on analyses, findings, and project progress; may supervise and direct the work of lower-level analysts; performs technical research on emerging technologies to determine impacts on application execution; may serve as a technical task or team lead.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-049 Computer Systems Programmer

Minimum/General Experience: Five years' experience, of which at least three years must be specialized. Specialized experience includes systems analysis and programming. Must demonstrate the ability to work independently or under only general direction.

Functional Responsibility: Create and/or maintain operating systems, communications software, database packages, compilers, assemblers, and utility programs. Modify existing software, as well as create special-purpose software to ensure efficiency and integrity between systems and applications. Assist in the development, testing and maintenance of disaster recovery procedures.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-050 Web Designer

Minimum/General Experience: Two years' experience in Web design. Also requires knowledge of the principles, methods, and techniques used in Web design.

Functional Responsibility: Designs and builds Web pages using a variety of graphics software applications, techniques, and tools; designs and develops user-interface features, site animation, and special-effects elements; designs the Website to support the customer's strategies and goals relative to external communications; contributes to the Web design group's efforts to specify, improve, and implement the look, feel, and function of online projects; interfaces directly with customers, users, graphic artists, and Web software developers.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	6 years

AA/AS	4 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-051 Web Developer

Minimum/General Experience: Four years' experience in software development, installation, and modification in an online environment.

Functional Responsibility: Provides application development and technical support for internal and external Webs; develops Web pages and applications for customers; collaborates with graphic artists to develop Web page graphics that support interactive, marketing-focused content; provides technical consultation in new systems development, new package evaluations and enhancements of existing systems; prepares functional specifications from which programs will be written, then designs, codes, tests, debugs and documents programs; participates in the technical design, development, testing, implementation and maintenance of Web site enhancements; plans, schedules and conducts systems tests, monitors test results, and takes appropriate corrective action; may prepare technical user guides.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	8 years
AA/AS	6 years
MA/MS	2 years
Doctorate Degree/Ph.D.	1 years

ANT-052 SR Web Developer

Minimum/General Experience: Eight years' experience, of which at least two years must include technical leadership experience and at least four years' experience in software development, installation, and modification in an online environment.

Functional Responsibility: Designs and develops well-integrated and cost-effective solutions for internal and external Webs; works closely with client project managers and technical leaders to understand customers' business objectives and systems requirements; designs and develops Web infrastructures; designs and implements an intranet strategy for authorization of users to access controlled components; designs relational databases to perform well logically and physically for decision support; coordinates enhancements and maintenance of Web systems and sites; provides recommendations for server operating systems, hardware requirements and encryption standards for communications to and from secure servers; provides technical advice and expertise to Webmasters and Web developers in the installation, acceptance testing, and evaluation of newly released and beta software; may serve as a functional/technical team or task lead.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-053 Web Tech Administrator

Minimum/General Experience: Four years' experience in systems technology. Must have an understanding of federal information security/assurance policies, standards and regulations.

Functional Responsibility: Responsible for achieving overall technical integrity of organization's Website. Maintains and upgrades hardware and software including website technical architecture related to hardware and

telecommunication connectivity. Administers e-mail, chat, and FTP and HTTP services. Communicates router configuration changes and troubleshoots system errors and bugs. Maintains servers, creates monitoring reports and logs, and ensures functionality of links. Monitors site for acceptable performance and user accessibility. Establishes backups and monitors site security.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	8 years
AA/AS	6 years
MA/MS	2 years
Doctorate Degree/Ph.D.	1 years

ANT-054 Web Content Manager

Minimum/General Experience: Two years' experience in production management, Web page design, Web design languages, and Web graphics types and standards.

Functional Responsibility: Responsible for developing and providing content that will motivate and entertain users so that they regularly access the Website and utilize it as a major source for information and decision making. Responsible for managing/performing Website editorial activities including gathering and researching information that enhances the value of the site. Locates, negotiates, and pursues content. Seeks out customers to gather feedback for Website improvement and enhancements.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	6 years
AA/AS	4 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-055 Web Security Administrator

Minimum/General Experience: Four years' experience in software development, installation, and modification in an online environment. Requires experience in security administration, evaluation of security/Information Assurance (IA) product capabilities, assessment and policy development. Must have a solid understanding of federal information security/assurance policies, standards and regulations.

Functional Responsibility: Performs all procedures necessary to ensure the safety of the organization's Website and transactions across the Internet. Applies Internet Firewall technologies to maintain security. Ensure that the user community understands and adheres to necessary procedures to maintain security. Works under limited supervision.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	8 years
AA/AS	6 years
MA/MS	2 years
Doctorate Degree/Ph.D.	1 years

ANT-057 Computer Systems Analyst

Minimum/General Experience: Three years of computer experience in assignments of a technical nature working under close supervision and direction. Must have at least one year experience in analyzing and programming applications on large-scale on mid-tier computers (or LAN-based) with a minimum of one year of design and programming of moderately complex ADP systems.

Functional Responsibility: Develops requirements for information systems from a project's inception to conclusion. Develops required specifications for simple to moderately complex systems. Assists senior computer systems analyst in preparing input and test data for the proposed system.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	7 years
AA/AS	5 years
MA/MS	1 years
Doctorate Degree/Ph.D.	0 years

ANT-058 Staff Computer Systems Analyst

Minimum/General Experience: Five years of computer experience in information systems design and management. At least three years of experience in analysis and design of business applications for complex large-scale or mid-tier computer systems, or LAN-based systems.

Functional Responsibility: Analyzes and develops computer software processing a wide range of capabilities, including numerous engineering, business, and records management duties. Develops plans for systems from project inception to conclusion. Analyzes the problem and the information to be processed. Defines the problem, and develops system requirements and program specifications from which programmers prepare detailed flow charts, programs, and tests. Coordinates closely with programmers to ensure proper implementation of program and system specifications. Develops, in conjunction with functional users, system alternative solutions.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-059 SR Computer Systems Analyst

Minimum/General Experience: Eight years of computer experience working independently or under general direction on complex application problems involving all phases of systems analysis. At least five years' experience in analysis and design of business applications for complex, large-scale or mid-tier computer systems, or LAN-based systems.

Functional Responsibility: Analyzes and evaluates user needs and identifies resources required for each task to determine functional requirements; conceptualizes, develops, and implements complex systems designed to meet client requirements; defines systems objectives and prepares system design specifications to meet requirements; designs, develops, implements, and tests new systems or modifies existing systems that meet the user's needs; codes applications and tests to software requirements; writes or updates software specifications; analyzes procedures and systems to refine their formulation and convert to programmable formats; analyzes data requirements to determine data source and destinations; coordinates with client to define problem, determine data availability, report requirements, and resolve system design problems; creates logical data models based on functional requirements; performs quality review of specifications for internal and external delivery; troubleshoots and provides technical support and solutions to users; develops analytical tools for use in the design and redesign of programs as assigned; may serve as a technical team or task lead.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-060 Principal Computer Systems Analyst

Minimum/General Experience: Ten years of computer experience working independently or under general direction on complex application problems involving all phases of systems analysis. At least five years' experience in analysis and design of business applications for complex, large-scale or mid-tier computer systems, or LAN-based systems.

Functional Responsibility: Analyzes and evaluates user needs and identifies resources required for each task to determine functional requirements; conceptualizes, develops, and implements complex systems designed to meet client requirements; defines systems objectives and prepares system design specifications to meet requirements; designs, develops, implements, and tests new systems or modifies existing systems that meet the user's needs; develops and executes test plans; codes applications and tests to software requirements; writes or updates software specifications as necessary; writes technical project documentation including detailed design documents and program specifications; analyzes procedures and systems to refine their formulation and convert to programmable formats; analyzes data requirements to determine data source and destinations; coordinates with client to define problem, determine data availability, report requirements, and resolve system design problems; creates logical data models based on functional requirements; performs quality review of specifications for internal and external delivery; troubleshoots and provides technical support and solutions to users; develops analytical tools for use in the design and redesign of programs as assigned; may serve as a technical task or team lead.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	14 years
AA/AS	12 years
MA/MS	8 years
Doctorate Degree/Ph.D.	7 years

ANT-061 Legacy System Analyst

Minimum/General Experience: Five years of experience in a specific "legacy system(s)" functionality to include knowledge of designated "legacy" hardware, operating systems, capacities, configurations, applications programs, preference programming languages, and administration, operations, and maintenance characteristics of the designated "legacy" system.

Functional Responsibility: Analyze requirements for maintaining, modifying or converting unique application systems that are deemed "legacy" systems. Provide guidance and technical/functional advice to programmers. Provide unique knowledge of the history of changes to the "legacy" applications. Develop plans to migrate "legacy" systems to new technologies and/or new functionality. Analyze and document "legacy" system functionality to identify mandatory requirements to be fulfilled by migration system candidates. May also participate in the analysis and evaluation of migration system candidates. May also participate in designing, developing and implementing changes to "legacy" systems to accommodate such requirements as interim interfaces to migration systems and/or conversion to migration systems.

Minimum Education: N/A

Approved Substitutions

Education	Experience
HS	5 years
AA/AS	3 years
BA/BS	1 year
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-062 JR Functional Analyst/Specialist

Minimum/General Experience: One year directly related experience in a specific functional area.

Functional Responsibility: Analyzes user needs and performs research and functional analysis on a variety of projects; works under direct supervision; does related work as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	5 years
AA/AS	3 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-063 Functional Analyst/Specialist

Minimum/General Experience: Five years' experience, of which at least three years must be specialized. Specialized experience includes developing functional requirements for complex integrated systems. Must demonstrate the ability to work independently or under only general direction.

Functional Responsibility: Analyzes user needs to determine functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-064 SR Functional Analyst/Specialist

Minimum/General Experience: Seven years' experience, of which at least six years must be specialized. Specialized experience includes developing functional requirements for complex integrated systems. Must demonstrate the ability to work independently or under only general direction.

Functional Responsibility: Analyze user needs to determine functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task. Provides daily supervision and direction to support staff.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	11 years
AA/AS	9 years

MA/MS	5 years
Doctorate Degree/Ph.D.	4 years

ANT-065 Principal Functional Analyst/Specialist

Minimum/General Experience: Eight years' experience, of which at least six years must be specialized. Specialized experience includes developing functional requirements for complex integrated systems. Requires advanced technical knowledge of the principles, methods, techniques, work processes, and applicable regulations in assigned subject-matter area(s).

Functional Responsibility: Analyzes user needs and performs research and functional analysis on a variety of projects at a highly technical level; may have supervisory responsibility; serves as technical advisor to clients in assigned subject areas' recommends functional changes, and identifies areas for further investigation; generates recommendations in the form of technical briefings, reports, and other major documents provided to senior level client personnel; may serve as a technical team or task lead.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	14 years
AA/AS	12 years
BA/BS	10 years
Doctorate Degree/Ph.D.	7 years

ANT-066 SR Principal Functional Analyst/Specialist

Minimum/General Experience: Ten years' experience, of which at least six years must be specialized. Specialized experience includes developing functional requirements for complex integrated systems. Requires advanced technical knowledge of the principles, methods, techniques, work processes, and applicable regulations in assigned subject-matter area(s).

Functional Responsibility: Analyzes user needs and performs research and functional analysis on a variety of projects at a highly technical level; may have supervisory responsibility; serves as technical advisor to clients in assigned subject areas; recommends functional changes, and identifies areas for further investigation; generates recommendations in the form of technical briefings, reports, and other major documents provided to senior level client personnel; serves as primary client liaison and coordinates with sub-contractors, government personnel, and technical experts; serves as technical team or task lead.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	16 years
AA/AS	14 years
BA/BS	12 years
Doctorate Degree/Ph.D.	9 years

ANT-067 Data Management Specialist

Minimum/General Experience: Six years' experience, of which at least three years must be specialized. Specialized experience includes demonstrated experience using current DBMS technologies, application design utilizing database management systems and experience with DBMS internals. General experience includes increasing responsibilities in DBMS systems analysis and programming. Must demonstrate the ability to work independently or under only general direction.

Functional Responsibility: Provides highly technical expertise in the use of DBMS. Evaluates and recommends available DBMS products to support validated user requirements. Defines file organization, indexing methods, and security procedures for specific user applications.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	10 years
AA/AS	8 years
MA/MS	4 years
Doctorate Degree/Ph.D.	3 years

ANT-068 Data Administrator

Minimum/General Experience: Six years of general experience in systems analysis or programming including four years of specialized experience in DBMS.

Functional Responsibility: Provides highly technical expertise and guidance in the design, implementation, operation and maintenance of database management systems (DBMS). Evaluates and recommends available DBMS products after matching requirements with system capabilities. Determines file organization, indexing methods, and security procedures for specific applications. Controls the design and use of databases. Controls the global view of databases, controls the access to the databases, assures the safekeeping of the databases (from accidental or intentional damage or loss), and monitors the use of databases. Must be capable of defining all required database administration policies, procedures, standards, and guidelines. Is an authority on the design of databases and the use of database management systems. Evaluates and recommends available DBMS products after matching requirements with system capabilities. Prepares and delivers presentations on DBMS concepts.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	10 years
AA/AS	8 years
MA/MS	4 years
Doctorate Degree/Ph.D.	3 years

ANT-069 Data Manager

Minimum/General Experience: Seven years' experience, of which at least five must be specialized. Specialized experience includes: demonstrated experience using current DBMS technologies, application design utilizing various database management systems and experience with DBMS internals. General experience includes increasing responsibilities in DBMS systems analysis and programming. Must demonstrate the ability to work independently or under only general direction.

Functional Responsibility: Manages the development of database projects. Plans and budgets staff and database resources. When necessary, reallocates resources to maximize benefits. Prepares and delivers presentations on Database Management Systems (DBMS) concepts. Provides daily supervision and direction to support staff.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	11 years
AA/AS	9 years
MA/MS	5 years
Doctorate Degree/Ph.D.	4 years

ANT-070 Computer Operations Manager

Minimum/General Experience: Six years' experience, of which at least three years are specialized. Specialized experience includes: supervision and operations experience on a large-scale computer system, knowledge of hardware, software and operating systems. General experience includes operations experience on a large-scale computer system.

Functional Responsibility: Manages the work of computer operations personnel; identifies processing requirements and schedules job streams for computer runs; responsible for security and routing of input and output data, problem resolution and restart/recovery, interpreting technical documentation standards and preparation of documentation according to standards; interfaces with client and/or other government personnel; determines appropriate course of action in case of malfunction and confers with and directs staff as warranted.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	8 years
BA/BS	4 years
MA/MS	2 years
Doctorate Degree/Ph.D.	1 years

ANT-071 SR Computer Operations Manager

Minimum/General Experience: Eight years' experience, of which at least four years are specialized. Specialized experience includes: supervision and operations experience on a large-scale computer system, knowledge of hardware, software and operating systems. General experience includes operations experience on a large-scale computer system.

Functional Responsibility: Manages and directs the operations and support of the computer systems and peripheral equipment in large scale or multi-shift operations; supervises and directs the work of computer operations personnel; identifies processing requirements and schedules job streams for computer runs; responsible for the security and routing of input and output data, problem isolation and restart/recovery, interpreting technical documentation standards and preparation of documentation according to standards, and interfacing with client and/or government personnel; determines appropriate course of action in case of malfunction and confers with and directs staff as warranted.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-076 Communications Engineer

Minimum/General Experience: Six years of general experience with telecommunications systems including three years of specialized experience.

Functional Responsibility: Provides technical support for telecommunications activities including planning, designing, installing, and maintaining large telecommunications networks. Develops, operates, and maintains voice, video, and/or data communications systems. Applies telecommunications engineering principles and theory to propose design and configuration alternatives. Evaluates existing communications systems to identify deficiencies and performance improvements. Consults with user personnel to ensure that problems have been properly identified and that the solution will meet the requirements. Analyzes system performance, usage and

traffic flows, accesses and interfaces, transmission techniques, and protocols. Performs system analyses and feasibility studies concerning communications and communication networks. Prepares studies and gives presentations on communications concepts. Provides technical guidance to other personnel concerning data communications requirements. Participates in preparing specifications for acquiring commercially available data communications networks.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	10 years
AA/AS	8 years
MA/MS	4 years
Doctorate Degree/Ph.D.	3 years

ANT-077 SR Communications Engineer

Minimum/General Experience: Ten years of general experience with telecommunications systems including four years of specialized experience.

Functional Responsibility: Provides technical direction for telecommunications activities including planning, designing, installing, and maintaining large telecommunications networks. Develops, operates, and maintains voice, video, and/or data communications systems. Applies telecommunications engineering principles and theory to propose design and configuration alternatives. Evaluates existing communications systems to identify deficiencies and performance improvements. Consults with user personnel to ensure that problems have been properly identified and that the solution will meet the requirements. Analyzes system performance, usage and traffic flows, accesses and interfaces, transmission techniques, and protocols. Performs system analyses and feasibility studies concerning communications and communication networks. Prepares studies and gives presentations on communications concepts. Provides technical guidance to other personnel concerning data communications requirements. Participates in preparing functional specifications for acquiring commercially available data communications networks.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	14 years
AA/AS	12 years
MA/MS	8 years
Doctorate Degree/Ph.D.	7 years

ANT-078 JR Network Engineer

Minimum/General Experience: This position requires no experience and knowledge of the principles, methods, and techniques used in network administration and engineering plus knowledge of and ability to use relevant hardware, software and other equipment. Certification in specific applications may be required, depending on job assignment.

Functional Responsibility: Performs basic engineering work concerned with the analysis, planning, designing, evaluating, selecting, and upgrading of network systems; performs various tests and documents results; administers and maintains local and wide area networks; provides technical support and troubleshooting to users; configures systems to user environments; assists in telecommunications activities including planning, designing, installing, and maintaining large telecommunications networks; assists in the maintenance and operation of voice, video, and data communications systems; supports the acquisition of hardware and software as well as subcontractor services as needed.

Minimum Education: BA/BS

Approved Substitutions

Education	Experience
HS	4 years
AA/AS	2 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-079 Network Engineer

Minimum/General Experience: Two years' related network design/administration experience. Also requires knowledge of the principles, methods, and techniques used in network administration and engineering plus knowledge of and ability to use relevant hardware, software and other equipment. Certification in specific applications may be required, depending on job assignment

Functional Responsibility: Analyzes local and wide area network systems, including planning, designing, evaluating, selecting, and upgrading operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices; resolves interoperability problems to obtain operations across all platforms including email, file transfer, multimedia, teleconferencing, and the like; configures systems to user requirements; supports the acquisition of hardware and software as well as subcontractor services as needed; performs various tests and documents results; administers and maintains local and wide area networks; provides technical support and troubleshooting to users; plans network layout design; may administer network security.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	6 years
AA/AS	4 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-080 Staff Network Engineer

Minimum/General Experience: Five years' related network design/administration experience. Also requires knowledge of the principles, methods, and techniques used in network administration and engineering plus knowledge of and ability to use relevant hardware, software and other equipment. Certification in specific applications may be required, depending on job assignment

Functional Responsibility: Analyzes local and wide area network systems, including planning, designing, evaluating, selecting, and upgrading operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices; resolves interoperability problems to obtain operations across all platforms including email, file transfer, multimedia, teleconferencing, and the like; configures systems to user requirements; supports the acquisition of hardware and software as well as subcontractor services as needed; performs various tests and documents results; administers and maintains local and wide area networks; provides technical support and troubleshooting to users; plans network layout design; may administer network security; may perform database administration; may provide guidance and training to lower level personnel and serve as technical team or task lead.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-081 SR Network Engineer

Minimum/General Experience: Eight years' related network design/administration experience. Also must have advanced knowledge of the principles, methods, and techniques used in network administration and engineering plus advanced knowledge of and ability to use relevant hardware, software and other equipment is required.

Functional Responsibility: Analyzes local and wide area network systems, including planning, designing, evaluating, selecting, and upgrading operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices; resolves interoperability problems to obtain operations across all platforms including email, file transfer, multimedia, teleconferencing, and the like; configures systems to user requirements; supports the acquisition of hardware and software as well as subcontractor services as needed; performs various tests and documents results; administers and maintains local and wide area networks; provides technical support and troubleshooting to users; plans network layout design; may administer network security; may perform database administration; may supervise and direct the work of lower level personnel; may serve as technical team or task lead.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	14 years
AA/AS	12 years
BA/BS	10 years
Doctorate Degree/Ph.D.	7 years

ANT-082 Principal Network Engineer

Minimum/General Experience: Ten years' related network design/administration experience. Expert knowledge of the principles, methods, and techniques used in network administration and engineering plus expert knowledge of and ability to use relevant hardware, software and other equipment is required.

Functional Responsibility: Provides expert level analysis of local and wide area network systems, including planning, designing, evaluating, selecting, and upgrading operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices; resolves interoperability problems to obtain operations across all platforms including email, file transfer, multimedia, teleconferencing, and the like; configures systems to user requirements; supports the acquisition of hardware and software as well as subcontractor services as needed; directs various testing and the documentation of results; plans network layout design; may administer network security; may perform database administration; may supervise and direct the work of lower level personnel; serves as technical team or task lead.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	16 years
AA/AS	14 years
BA/BS	12 years
Doctorate Degree/Ph.D.	9 years

ANT-083 Network Administrator

Minimum/General Experience: Seven years' experience. Also requires knowledge of the principles, methods, and techniques used in network troubleshooting and support as well as knowledge of operating systems and applications and network management. Must have working knowledge of current technologies and products for Web services and security.

Functional Responsibility: Supports, installs, maintains, troubleshoots, and coordinates the usage of local and wide area networks (LAN and WAN), electronic mail, telecommunications, and PC based systems and related software; evaluates hardware and software, including peripheral, output, and telecommunications equipment; sets

up and administers security procedures; troubleshoots problems; recommends and implements LAN policies and procedures and ensures adherence to security procedures; trains users on LAN operations and procedures.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	11 years
AA/AS	9 years
MA/MS	5 years
Doctorate Degree/Ph.D.	4 years

ANT-084 SR Network Administrator

Minimum/General Experience: Eight years' experience and knowledge of the principles, methods, and techniques used in network troubleshooting and support, operating systems and applications and network management. Must have working knowledge of current technologies and products for Web services and security.

Functional Responsibility: Responsible for the planning, design, acquisition, installation, and maintenance of LAN and WAN, electronic mail, telecommunications, and PC based systems and related software; evaluates hardware and software, including peripheral, output, and telecommunications equipment; sets up and administers security procedures; troubleshoots problems; establishes and implements LAN policies and their conformance; coordinates activities of LAN support personnel, providing guidance on common networking issues; assesses vendor products; manages network performance, troubleshoots problems, and maintains network security.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-088 Network/Computer Support Specialist

Minimum/General Experience: Three years directly related experience in network support. Requires advanced knowledge of the following: principles, methods, and techniques used in network troubleshooting and support; modems, data scopes, patch panels, concentrators, associated terminals, and network management software; Desk Top Operating Systems and Applications. Certification in one or more specific application(s) may be required, depending on job assignment.

Functional Responsibility Installs, configures, and upgrades computer hardware; provides end-user software troubleshooting and support; provides network troubleshooting and support; diagnoses hardware, software and operator problems and corrects them; analyzes IT infrastructure processes and makes recommendations for improvement; involved in IT infrastructure planning; recommends Business Process improvements; leads deployment activities; may provide end-user training; involved in the development of larger Business Applications and Exchange, Web Applications, and Virus Software implementation; may supervise Network/Computer Support Technicians.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	7 years
AA/AS	5 years
MA/MS	1 years
Doctorate Degree/Ph.D.	0 years

ANT-089 Computer System/Network Integration Engineer

Minimum/General Experience: Received certification level training in proprietary product network operating system or integration tools and at least one year experience in computer system/network engineering and/or technical subject specialization, or; 4 or more years' experience in computer system/network engineer and/or technical subject specialization. Two more years' experience within a specific field of technology related to computer systems integration/network integration administration or security and/or a specific technical subject specialization.

Functional Responsibility: Performs system and network analysis, design and administration. Designs computer and communications architectures, provides timely technical support, and designs hardware/software solutions for communications architectures.

ANT-092 SR Telecommunications Analyst

Minimum/General Experience: Three years' directly related experience in telecommunications systems design and support. Must also have advanced knowledge of the fundamental concepts used in telecommunications systems administration and support as well as relevant hardware and software systems.

Functional Responsibility: Evaluates, designs, and maintains existing or proposed telecommunications systems; analyzes the telecommunications needs of the user and recommends solutions; designs, develops, and tests telecommunications software solutions; prepares detailed specifications and flow charts for implementation of new internal programs or modification to vendor software; coordinates installation of equipment; monitors the operations of telecommunications systems and services of vendors; provides end user training of telecommunications features and functionality; may provide guidance and technical training to lower level analysts.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	5 years
BA/BS	1 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-093 Communications Network Manager

Minimum/General Experience: Six years' experience, of which at least three years are specialized. Specialized experience includes: supervising the operation and maintenance of communications network systems. General experience includes all aspects of communications networks.

Functional Responsibility: Schedules conversions and cutovers. Oversees network control center. Supervises maintenance of systems. Coordinates with all responsible users and sites. Supervises staff.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	10 years
AA/AS	8 years
MA/MS	4 years
Doctorate Degree/Ph.D.	3 years

ANT-102 Hardware Specialist

Minimum/General Experience: Five years' progressive experience in systems analysis with three years' intensive and progressive specific experience in the specialty.

Functional Responsibility: Determines feasible hardware alternatives in client server environments. Reviews computer systems in terms of capabilities and makes recommendations for improved utilization. Prepares or directs preparation of reports concerning hardware. Prepares or participates in preparing functional requirements and specifications for hardware acquisitions.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-103 Quality Assurance/IV&V Analyst

Minimum/General Experience: Two years' related experience in quality assurance and/or software engineering. Must also have experience with Independent Validation and Verification (IV&V) and system configuration.

Functional Responsibility: Assists in the review and evaluation of software products and systems to ensure adherence to customer quality standards; develops software/systems testing procedures and conducts tests; analyzes and documents IV&V issues; presents IV&V results; works under general supervision.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	6 years
AA/AS	4 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-104 Quality Assurance/IV&V Specialist

Minimum/General Experience: Four years' experience of which two years must be specialized. Specialized experience includes: Configuration Management, IV&V, software testing and integration, software metrics and their application to software quality assessment. General experience includes increasing responsibilities in quality assurance, quality control and IV&V.

Functional Responsibility: Assists in the evaluation of software and associated documentation. Participates in formal and informal reviews to determine quality; presents IV&V results and troubleshoots technical problems; makes recommendations to improve overall quality.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	8 years
AA/AS	6 years
MA/MS	2 years
Doctorate Degree/Ph.D.	1 years

ANT-105 Quality Assurance/IV&V Manager

Minimum/General Experience: Seven years of engineering and/or system analysis and programming experience, including four years of quality assurance, IV&V or system configuration experience.

Functional Responsibility: Organizes and maintains all quality assurance and IV&V documentation required. Responsible for ensuring compliance with recognized standards and practices. Reviews all documentation for completeness, accuracy, and correctness. Supports the test and integration personnel as a witness to testing requirements; presents IV&V results and troubleshoots technical problems; makes recommendations to improve overall quality. Certifies that deliverables have met all quality requirements.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	11 years
AA/AS	9 years
MA/MS	5 years
Doctorate Degree/Ph.D.	4 years

ANT-108 Configuration Management Specialist

Minimum/General Experience: Five years of engineering and/or system analysis and programming experience, including two years of configuration management experience.

Functional Responsibility: Responsible for configuration management activities including product identification, change control, status accounting, operation of the program support library, and development and monitoring of equipment/system acceptance plans. Evaluates and selects configuration management tools and standards. Coordinates with users and systems development personnel on releases of both system-level software and applications software. Verifies the completeness and accuracy of release libraries before implementation and ensures that correct versions of programs are included in specified releases. Prepares configuration management plans and procedures. Responsible for configuration management of requirements, design, and code. Operates and manages program support library. Monitors library structure and procedures to assure system integrity, including procedures for collection, release, production, test, and emergency libraries and the movement/migration of components between libraries. Monitors end-item acceptance plans. Will supervise lower level personnel. Must have demonstrated capability for oral and written communications.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-109 SR Configuration Management Specialist

Minimum/General Experience: Seven years' directly related experience in configuration management and support. Must also have advanced knowledge of the principles, methods, and techniques used in configuration management and support as well as knowledge and familiarity with Configuration Management software support packages commonly utilized in project management. Must be able to supervise and direct the work of others and have the ability to serve as a technical team or task lead.

Functional Responsibility: Conducts periodic site inventory in order to create and maintain inventories of equipment, software, and/or systems; prepares, maintains and inventories associated technical drawings for assigned projects; researches data, and creates and maintains inventory and other databases for assigned projects; prepares configuration change requests and verifies, tracks, and documents configuration changes;

performs logistic-related tasks like shipping/receiving, tracking, and disposal of equipment, software, and/or systems; coordinates equipment/software utilization among individual users; provides documentation support for assigned projects; performs quality assurance checks on drawings prepared by other configuration management specialists; may serve as a team or task lead; may supervise and direct the work of other configuration management specialists; provides training on configuration management processes, software, and/or systems.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	11 years
AA/AS	9 years
MA/MS	5 years
Doctorate Degree/Ph.D.	4 years

ANT-111 Training Specialist/Instructor

Minimum/General Experience: Four years of experience in information systems development, training, or related fields. Must have two years specialized experience. Specialized experience includes: experience in developing and providing IT and end-user training on computer hardware and application software. General experience includes information systems development, training, or related fields. Demonstrated ability to communicate orally and in writing.

Functional Responsibility: Conducts the research necessary to develop and revise training courses. Develops and revises these courses and prepares appropriate training catalogs. Prepares all instructor materials (course outline, background material, and training aids). Prepares all student materials (course manuals, workbooks, handouts, completion certificates, and course critique forms). Trains personnel by conducting formal classroom courses, workshops and seminars.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	8 years
AA/AS	6 years
MA/MS	2 years
Doctorate Degree/Ph.D.	1 years

ANT-112 SR Training Specialist/Instructor

Minimum/General Experience: Six years of experience in information systems development, training, or related fields, with at least three years' experience developing and providing IT and end-user training on computer hardware and application software.

Functional Responsibility: Conducts the research necessary to develop and revise training courses and prepares appropriate training catalogs. Prepares all instructor materials (course outline, background material, and training aids). Prepares all student materials (course manuals, workbooks, handouts, completion certificates, and course critique forms). Trains personnel by conducting formal classroom courses, workshops, and seminars. Provides daily supervision and direction to staff.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	10 years
AA/AS	8 years
MA/MS	4 years
Doctorate Degree/Ph.D.	3 years

ANT-114 Training Specialist

Minimum/General Experience: Three years' directly related experience in the design and development of training programs. Also requires knowledge of the principles, methods, and techniques used in the design and development of computer-based training programs as well as relevant hardware/software and computer equipment as required. Must be able to present training programs to users and serve as a technical team lead.

Functional Responsibility: Designs training objectives; develops computer-based training programs for assigned software; designs courseware and structures training classes; creates lesson text; provides documentation for software training; designs program authoring systems; creates final version of training programs; presents training programs to users; designs program flowcharts; may serve as a team lead.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	5 years
BA/BS	1 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-115 SR Training Specialist

Minimum/General Experience: Seven years of directly related experience in the design, development, testing, and implementation of computer-based training programs. Also requires thorough knowledge of the principles, methods, and techniques used in the design, development, testing, and implementation of computer-based training programs; knowledge of relevant hardware/software and computer equipment as required. Must be able to present training programs and evaluate effectiveness of training and serve as a team or task lead.

Functional Responsibility: Defines training requirements and analyzes system software changes; develops computer-based training objectives and methodologies; coordinates with subject matter experts to design training strategy; designs courseware, including structuring training classes; creates lesson text; provides documentation for software training; tests training programs and edits for effectiveness, creates final version; designs program authoring systems; presents training programs to users, validates and evaluates training effectiveness; designs program flowcharts; may develop multi-media training as required; conducts research into new training, educational, and multimedia technologies; may serve as a team or task lead.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	9 years
BA/BS	5 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-116 Principal Training Specialist

Minimum/General Experience: Ten years of related experience in instructional development. Also requires advanced knowledge of the principles, methods, and techniques used in technology-based training as well as the use and application of off-the-shelf tools and associated equipment and systems.

Functional Responsibility: Designs and develops instructional approaches and/or strategies to meet training requirements; conducts analysis of training requirements and media requirements; develops appropriate training objectives and test methods and designs instructionally valid training materials; ensures integrity of task analysis, training requirements, training hierarchies, instructional materials, and evaluation plans; designs and develops computer-based training, web-based training, electronic performance support systems and other technology-based learning solutions; develops flow diagrams and story boards; designs instructionally sound lessons in a

variety of delivery media; interacts with customer and subject matter experts to ensure technical accuracy of instructional content. Also provides guidance and work leadership to lower-level personnel and may serve as technical team or task lead.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	12 years
BA/BS	8 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-119 Testing and Validation Specialist

Minimum/General Experience: Requires no experience and knowledge of the principles, methods, and techniques used in analysis and assessment as well as the use and application of related off-the-shelf tools.

Functional Responsibility: Designs and develops assessment instruments and/or strategies to meet training requirements; conducts analysis of training requirements (needs, job, task analysis); interviews subject matter experts or incumbents to collect information; develops relevant and measurable assessment criteria, standards, and methodologies; designs reliable and valid assessment materials; gathers data and compiles information into documents related to assessment.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	4 years
AA/AS	2 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-121 Principal Testing and Validation Specialist

Minimum/General Experience: Five years of related experience in educational psychology, industrial/organizational psychology, testing, psychometrics, or instructional media/technology. Also requires advanced knowledge of the principles, methods, and techniques used in analysis and assessment as well as the use and application of related off-the-shelf tools. Must have the ability to provide work leadership and supervision to assigned staff.

Functional Responsibility: Designs and develops assessment instruments and/or strategies to meet training requirements; conducts analysis of training requirements (needs, job, task analysis); interviews subject matter experts or incumbents to collect information; develops relevant and measurable assessment criteria, standards, and methodologies; designs reliable and valid assessment materials; prepares reports and technical documentation related to assessment; works on complex analysis or test development projects. Serves as a technical team/task lead and may have supervisory responsibility.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	11 years
AA/AS	9 years
BA/BS	7 years
Doctorate Degree/Ph.D.	4 years

ANT-123 Instructional System Designer

Minimum/General Experience: Two years' related experience in instructional development. Also requires knowledge of the principles, methods, and techniques used in technology-based training as well as the use and application of off-the-shelf tools and associated equipment and systems.

Functional Responsibility: Designs and develops instructional approaches and/or strategies to meet training requirements; conducts analysis of training requirements and media requirements; develops appropriate training objectives and test methods and designs instructionally valid training materials; ensures integrity of task analysis, training requirements, training hierarchies, instructional materials, and evaluation plans; designs and develops computer based training, web-based training, electronic performance support systems and other technology-based learning solutions; develops flow diagrams and story boards; designs instructionally sound lessons in a variety of delivery media; interacts with customer and subject matter experts to ensure technical accuracy of instructional content.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	6 years
AA/AS	4 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-124 SR Instructional System Designer

Minimum/General Experience: Five years' related experience in instructional development as well as thorough knowledge of the principles, methods, and techniques used in technology-based training and use and application of off-the-shelf tools and associated equipment and systems.

Functional Responsibility: Designs and develops instructional approaches and/or strategies to meet training requirements; conducts analysis of training requirements and media requirements; develops appropriate training objectives and test methods and designs instructionally valid training materials; ensures integrity of task analysis, training requirements, training hierarchies, instructional materials, and evaluation plans; designs and develops computer based training, web-based training, electronic performance support systems and other technology-based learning solutions; develops flow diagrams and story boards; designs instructionally sound lessons in a variety of delivery media; interacts with customer and subject matter experts to ensure technical accuracy of instructional content; may provide guidance and work leadership to lower-level personnel.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	11 years
AA/AS	9 years
BA/BS	7 years
Doctorate Degree/Ph.D.	4 years

ANT-128 Staff Graphics Design Specialist

Minimum/General Experience: Five years' directly related experience in graphics design. Also requires knowledge of the principles, methods, and techniques used in the preparation of graphics material and associated software and equipment. Requires experience using graphics software programs.

Functional Responsibility: Performs a wide variety of graphics/illustration activities to produce brochures, briefings, displays, and other materials; involved in all aspects of graphics/illustration projects from conceptualization and development to final presentation; may act as a technical consultant on matters of design, composition and methods of presenting technical data; uses a broad range of graphics production software and equipment; exercises creative judgment and originality by translating needs into graphics capabilities; may participate in website design.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	7 years
BA/BS	3 years
MA/MS	1 years
Doctorate Degree/Ph.D.	0 years

ANT-129 SR Graphics Design Specialist

Minimum/General Experience: Eight years' directly related experience in graphics design. Knowledge of the principles, methods, and techniques used in the preparation of graphics materials as well as knowledge of the associated software and equipment and in-depth knowledge of graphics software programs.

Functional Responsibility: Performs high-level computer graphic design activities to produce brochures, briefings, displays, and other materials; involved in all aspects of graphics/illustration projects from conceptualization and development to final presentation; may act as a technical consultant on matters of design, composition and methods of presenting technical data; uses a broad range of graphics production software and equipment; exercises creative judgment and originality by translating needs into graphics capabilities; may participate in website design; provides technical training and guidance to lower-level graphics personnel and may act as a team or task lead.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	10 years
BA/BS	6 years
MA/MS	4 years
Doctorate Degree/Ph.D.	3 years

ANT-130 Principal Graphics Design Specialist

Minimum/General Experience: Nine years' directly related experience in graphics design. Also requires knowledge of the principles, methods, and techniques used in the preparation of graphics materials and associated software and equipment and an in-depth knowledge of graphics software programs. Requires the ability to supervise and direct the work of others.

Functional Responsibility: Provides full supervision and training for graphic design personnel, directing the production of graphics projects from design through final presentation; acts as a technical consultant on matters of design, composition and methods of presenting technical data; uses a broad range of graphics production software and equipment; exercises creative judgment and originality by translating needs into graphics capabilities; may participate in website design; acts as a team or task lead.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	11 years
BA/BS	7 years
MA/MS	5 years
Doctorate Degree/Ph.D.	4 years

ANT-133 Contract Administrator

Minimum/General Experience: Two years' related experience in contracts administration. Also requires thorough knowledge of the practices, procedures, and processes of contracts administration as well as relevant laws, regulations, terms, conditions, and policies governing assigned contracts.

Functional Responsibility: Performs all duties of contract administration, including negotiation, correspondence, documentation, certification, financial reporting, and product delivery; implements subcontract administration procedures; negotiates contract terms from proposal stage to project close-out in accordance with relevant regulations; prepares and submits proposals including pricing and scheduling details and coordination of requirements; prepares consulting agreements; modifies contract schedules and participates in vendor reseller agreement negotiations when required; ensures timely processing of technical reports and deliverables; collects data for clients as requested

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	6 years
AA/AS	4 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-134 SR Contract Administrator

Minimum/General Experience: Five years' related experience in contracts administration. Also requires advanced knowledge of the practices, procedures, and processes of contracts administration as well as thorough knowledge of relevant laws, regulations, terms, conditions, and policies governing assigned contracts including Federal Acquisition Regulations (FAR) and labor law.

Functional Responsibility: Performs all duties of contract administration, including negotiation, correspondence, documentation, certification, financial reporting, and product delivery for complex contracts; implements subcontract administration procedures; negotiates contract terms from proposal stage to project close-out in accordance with relevant regulations; coordinates approval of negotiations, contracts, and subcontracts with appropriate management staff; provides advice and interpretation of contract requirements; reviews solicitation requests to ensure compliance with terms and conditions; prepares and submits cost proposals including pricing and scheduling details, coordination of requirements, and cost proposal risk assessment; prepares responses to certifications and representations; prepares consulting agreements; modifies contract schedules and participates in vendor reseller agreement negotiations when required; ensures timely processing of technical reports and deliverables; coordinates with program managers to ensure contract requirements are fulfilled; collects data for clients as requested; may provide work leadership to lower level contracts personnel.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-137 Program Management Specialist

Minimum/General Experience: Three years' related administrative experience. Also requires demonstrated effective organizational skills and knowledge of word processing, spreadsheet, and/or other pertinent software applications.

Functional Responsibility: Responsible for management, performance and completion of projects associated with a contract program; collects and evaluates data for monitoring development and life-cycle requirements of various programs and systems; creates program cost estimates to support program cost/schedule/technique audits or to generate budget submissions; manages program staff; prepares management plans, budgets and schedules; uses

and develops CPM and PERT evaluation techniques; uses computer programs and models to track program data; maintains contact with customer to ensure conformance to customer requirements.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	7 years
AA/AS	5 years
MA/MS	1 years
Doctorate Degree/Ph.D.	0 years

ANT-138 SR Program Management Specialist

Minimum/General Experience: Six years' related administrative experience. Also requires demonstrated effective organizational skills and knowledge of word processing, spreadsheet, and/or other pertinent software applications.

Functional Responsibility: Responsible for management, performance and completion of significant projects associated with a contract program; collects and evaluates data for monitoring development and life-cycle requirements of various programs and systems; creates program cost estimates to support program cost/schedule/technique audits or to generate budget submissions; manages and coordinates projects of considerable scope and magnitude; manages program staff; oversees the development of design concepts and test criteria; prepares management plans, budgets and schedules; uses and develops CPM and PERT evaluation techniques; uses computer programs and models to track program data; maintains contact with customer to ensure conformance to customer requirements.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	10 years
AA/AS	8 years
MA/MS	4 years
Doctorate Degree/Ph.D.	3 years

ANT-139 Principal Program Management Specialist

Minimum/General Experience: Eight years' related administrative experience. Also requires demonstrated management and organizational skills and knowledge of word processing, spreadsheet, and/or other pertinent software applications.

Functional Responsibility: Responsible for management, performance and completion of major projects associated with a contract program; collects and evaluates data for monitoring development and life-cycle requirements of various programs and systems; creates program cost estimates to support program cost/schedule/technique audits or to generate budget submissions; manages and directs, with full authority, all phases of a program from inception to completion; manages program staff; oversees the development of design concepts and test criteria; reviews project and program schedules and plans and reports on alternative courses of action and potential impacts; directs, prepares and coordinates proposal preparation, management plans, budgets and schedules; uses and develops CPM and PERT evaluation techniques; uses computer programs and models to track program data; maintains contact with customer to ensure conformance to customer requirements.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years

Doctorate Degree/Ph.D.	5 years
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ANT-148 SR Documentation Specialist

Minimum/General Experience: Eight years' directly related experience in the research, preparation, and writing of technical and marketing materials. Also requires thorough knowledge of the principles and practices of technical research, writing, and editing as well as word-processing, desk-top publishing, and web applications and computer equipment.

Functional Responsibility: Collects and organizes information required for preparation of user's manuals, training materials, installation guides, and reports at a complex level; researches and learns the assigned system; interviews key personnel; writes materials; performs detailed edits of contract deliverables, proposals, brochures, press releases, and other materials to ensure technical accuracy, consistency, and adherence to specified content and format; participates in the writing, design, and development of marketing brochures, advertisements, news releases, feature articles, conference programs and proceedings, public relations announcements, newsletters, and other materials; designs, develops, produces, maintains, and manages client web sites as assigned; rewrites technical materials and coordinates with technical personnel to ensure accuracy; compiles and collects information for the preparation of technical proposals; Creates multi-media presentation materials, including slides; may participate in the coordination of and attend various conferences and meetings; may serve as a team lead.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	10 years
BA/BS	6 years
MA/MS	4 years
Doctorate Degree/Ph.D.	3 years

ANT-150 Technical Editor

Minimum/General Experience: Five years' directly related experience in the research and preparation of technical materials. Also requires knowledge of the principles and practices of technical research, writing, and editing, as well as word-processing and desktop publishing applications and computer equipment as required.

Functional Responsibility: Prepares and edits a wide variety of complex technical materials for publication, including user's manuals, training materials, installation guides, proposals, and reports; reviews, researches, and edits information for preparation of contract deliverables; provides support to the creation of proposals and multi-media presentation materials, including slides; responsible for the coordination of multiple aspects of document publication; participates in the design and development of marketing brochures, conference programs and proceedings, public relations announcements, and other materials when requested; may supervise and direct the work of word processing, graphics and/or technical writing staff; coordinates and attends various conferences and meetings; plans budgets, schedules and priority of work for publications projects.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT—158 Imagery Analyst

Minimum/General Experience: Two years of related experience supporting statistics/data analysis and programming in data analytical language. Knowledge of the principles, methods, and techniques used in

statistical analysis. Knowledge of the principles, methods, and techniques used in database management. Ability to prepare and present technical research specific certifications or military education/training may be required, depending on job assignment.

Functional Responsibility: Provides analysis and research for national security, infrastructure, technology, country, geographic area, biographic and targeted vulnerability. Prepares assessments of current threats and trends based on the sophisticated collection, research and analysis of classified and open source information within Earth Observation Services. Assists with development of analytical procedures to meet changing requirements and ensure maximum operational success. Collects data using a combination of standard intelligence methods and business processes. Performs data collection, analysis, interpretation, and management duties. Prepares presentations that reflect the results of the data analysis. Works with scientists and other technical experts to design and develop statistical analyses methodologies. Maintains current knowledge of relevant technologies and subject areas. Participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	6 years
AA/AS	4 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT- 159 Imagery Sr. Analyst

Minimum/General Education: Five years of related experience supporting statistics/data analysis and programming in data analytical language. Comprehensive knowledge of the principles, methods, and techniques used in statistical analysis. Comprehensive knowledge of the principles, methods, and techniques used in database management. Experience preparing and presenting technical research specific certifications or military education/training may be required, depending on job assignment.

Functional Responsibilities: Provides analysis and research for national security, infrastructure, technology, country, geographic area, biographic and targeted vulnerability. Prepares assessments of current threats and trends based on the sophisticated collection, research and analysis of classified and open source information. Develops and maintains analytical procedures to meet changing requirements and ensure maximum operational success within Earth Observation Services. Collects data using a combination of standard intelligence methods and business processes. Performs and manages data collection, analysis, interpretation, and management duties. Prepares presentations that reflect the results of the data analysis. Provides data-related training to staff. Coordinates with scientists and other technical experts to design and develop statistical analyses methodologies. May provide guidance and work leadership to less-experienced staff. Maintains current knowledge of relevant technologies and subject areas. Participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-160 Imagery Principal Analyst

Minimum/General Education: Eight years of related experience supporting statistics/data analysis and programming in data analytical language. Provides and manages analysis and research for national security,

infrastructure, technology, country, geographic area, biographic and targeted vulnerability. Advanced knowledge of the principles, methods, and techniques used in statistical analysis. Advanced knowledge of the principles, methods, and techniques used in database management within Earth Observation Services Experience preparing and presenting technical research specific certifications or military education/training may be required, depending on job assignment.

Functional Responsibility: Prepares and reviews assessments of current threats and trends based on the sophisticated collection, research and analysis of classified and open source information. Develops, supervises, and maintains analytical procedures to meet changing requirements and ensure maximum operational success. Oversees the collection of data using a combination of standard intelligence methods and business processes. Manages data collection, analysis, interpretation, and management duties. Delivers presentations that reflect the results of the data analysis. Develops and provides data-related training to staff. Coordinates with scientists and other technical experts to design and develop statistical analyses methodologies. Provides guidance and work leadership to less-experienced staff. Maintains current knowledge of relevant technologies and subject areas. Participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-161 Imagery Sr. Principal Analyst

Minimum/General Experience: Twenty years of related GEOINT experience with Service or National Agency requirements. Plans and executes broad imagery exploitation requirements. Provides remotely sensed imagery analysis and research for national security, infrastructure, technology, country, geographic area, and targeted vulnerability. Understands and can exploit GEOINT data from active sensors such as synthetic aperture RADAR (SAR) and light detection and ranging (LIDAR). Masters' Degree in Geospatial Sciences, Intelligence, Geography or the equivalent and 10 years' experience processing and exploiting remotely sensed imagery. Expert knowledge of the principles, methods, and techniques used in statistical analysis within Earth Observation Services. Advanced knowledge of the principles, methods, and techniques used in database management. Expert experience preparing and presenting technical research specific certifications or military education/training may be required, depending on job assignment.

Functional Responsibilities: Conducts Multi-INT research, populates intelligence databases, and produces written, graphic, and oral intelligence products. Prepares expert assessments of current threats and trends based on sophisticated GEOINT collection, research, and analysis of classified and unclassified imagery. Understands the DOD and Intelligence Community (IC) reporting and classification standards. Develops and maintains remotely sensed imagery analytical procedures to meet changing requirements and ensure maximum operational success. Builds expert level Advanced Geospatial Intelligence (AGI) collection requirements to answer intelligence requirements. Performs and manages data collection, analysis, interpretation, and management duties. Provides GEOINT related training to staff. Coordinates with physical and imagery scientists and other technical experts to design and develop statistical analyses. May provide guidance and work leadership to less-experienced staff. Maintains current knowledge of relevant technologies and subject areas. Participates in special projects as required.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	26 years

AA/AS	24 years
BA/BS	22 years
Doctorate Degree/Ph.D.	19 years

ANT-162 Geospatial Analyst

Minimum/General Experience: Two years of related experience supporting statistics/data analysis and programming in data analytical language. Knowledge of the principles, methods, and techniques used in statistical analysis within Earth Observation Services. Knowledge of the principles, methods, and techniques used in database management. Ability to prepare and present technical research. Specific certifications or military education/training may be required, depending on job assignment.

Functional Responsibilities: Provides analysis and research for national security, infrastructure, technology, country, geographic area, biographic and targeted vulnerability. Prepares assessments of current threats and trends based on the sophisticated collection, research and analysis of classified and open source information. Assists with development of analytical procedures to meet changing requirements and ensure maximum operational success. Collects data using a combination of standard intelligence methods and business processes. Collects data using a combination of standard intelligence methods and business processes. Performs data collection, analysis, interpretation, and management duties. Prepares presentations that reflect the results of the data analysis. Works with scientists and other technical experts to design and develop statistical analyses methodologies. Maintains current knowledge of relevant technologies and subject areas. Participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	6 years
AA/AS	4 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-163 Geospatial Sr. Analyst

Minimum/General Experience: Five years of related experience supporting statistics/data analysis and programming in data analytical language. Comprehensive knowledge of the principles, methods, and techniques used in statistical analysis within Earth Observation Services. Comprehensive knowledge of the principles, methods, and techniques used in database management. Experience preparing and presenting technical research. Specific certifications or military education/training may be required, depending on job assignment.

Functional Responsibilities: Provides analysis and research for national security, infrastructure, technology, country, geographic area, biographic and targeted vulnerability. Prepares assessments of current threats and trends based on the sophisticated collection, research and analysis of classified and open source information. Develops and maintains analytical procedures to meet changing requirements and ensure maximum operational success. Collects data using a combination of standard intelligence methods and business processes. Performs and manages data collection, analysis, interpretation, and management duties. Prepares presentations that reflect the results of the data analysis. Provides data-related training to staff. Coordinates with scientists and other technical experts to design and develop statistical analyses methodologies. May provide guidance and work leadership to less-experienced staff. Maintains current knowledge of relevant technologies and subject areas. Participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions

Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-164 Principal Geospatial Analyst

Minimum/General Experience: Eight years of related experience supporting statistics/data analysis and programming in data analytical language. Bachelor's degree in Computer Science, Statistics, Geography or a related technical or military discipline or the equivalent combination of education, professional training, or work/military experience.

Functional Responsibility: Provides analysis and manages research methods for national security, infrastructure, technology, country, geographic area, biographic and targeted vulnerability within the GEOINT environment. Prepares and reviews assessments of current threats and trends based on the sophisticated collection, research and analysis of classified and open-source information. Develops and maintain rules and methodologies for analytical procedures to meet changing requirements and ensure maximum operational success. Oversees the collection of data using a combination of standard intelligence methods and business processes. Performs data collection, analysis, interpretation and management duties; delivers presentations that reflect the results of the data analysis and provides data-related training to staff. Coordinates with scientists and other technical experts to design and develop statistical analyses methodologies. Provides guidance and work leadership to less-experienced staff. Maintains current knowledge of relevant technologies and subject areas. Participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-165 Geospatial Sr. Principal Analyst

Minimum/General Experience: Twenty years of related GEOINT experience with Service or National Agency requirements. Masters' Degree in Geospatial Sciences, Intelligence, Geography or the equivalent and 10 years' experience processing and exploiting remotely sensed imagery. Expert knowledge of the principles, methods, and techniques used in statistical analysis within Earth Observation Services. Expert knowledge of the principles, methods, and techniques used in database management. Experience preparing and presenting technical research. Specific certifications or military education/training may be required, depending on job assignment.

Functional Responsibilities: Provides analysis and research for national security, infrastructure, technology, country, geographic area, biographic and targeted vulnerability. Delivers assessments of current threats and trends based on the sophisticated collection, research and analysis of classified and open source information. Develops and supervises analytical procedures to meet changing requirements and ensure maximum operational success. Supervises collection of data using a combination of standard intelligence methods and business processes. Performs data collection, analysis, interpretation and management duties. Delivers presentations and maintains digital Geospatial Services that reflect the results of the data analysis. Understands the DOD and Intelligence Community (IC) reporting and classification standards. Develops and maintains remotely sensed imagery analytical procedures to meet changing requirements and ensure maximum operational success. Develops and provides data-related training to staff. Coordinates with scientists and other technical experts to design and develop statistical analyses methodologies. Provides guidance and work

leadership to less-experienced staff. Maintains current knowledge of relevant technologies and subject areas of staff. Participates in special projects as required.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	26 years
AA/AS	24 years
BA/BS	22 years
Doctorate Degree/Ph.D.	19 years

SIN 54151S - Professional Service Rates

Cat #	Category Name	Contract Year 10 GSA Price with IFF (11/21/23 to 11/20/24)	Contract Year 11 GSA Price with IFF (11/21/24 to 11/20/25)	Contract Year 12 GSA Price with IFF (11/21/25 to 11/20/26)	Contract Year 13 GSA Price with IFF (11/21/26 to 11/27)	Contract Year 14 GSA Price with IFF (11/21/27 to 11/20/28)	Contract Year 15 GSA Price with IFF (11/21/28 to 11/20/29)
ANT-001	Technical Expert 5	\$114.22	\$118.10	\$122.12	\$126.27	\$130.56	\$135.00
ANT-002	Technical Expert 4	\$129.62	\$134.03	\$138.58	\$143.29	\$148.17	\$153.21
ANT-003	Technical Expert 3	\$187.17	\$193.54	\$200.12	\$206.92	\$213.95	\$221.23
ANT-004	Technical Expert 2	\$229.68	\$237.49	\$245.56	\$253.91	\$262.55	\$271.48
ANT-005	Technical Expert 1	\$338.56	\$350.07	\$361.96	\$374.27	\$386.99	\$400.15
ANT-006	Project Manager/Task Lead	\$138.53	\$143.23	\$148.10	\$153.14	\$158.35	\$163.73
ANT-007	Program Manager	\$151.98	\$157.15	\$162.49	\$168.01	\$173.72	\$179.63
ANT-008	Sr. Program Manager	\$186.05	\$192.37	\$198.91	\$205.67	\$212.66	\$219.90
ANT-009	Proprietary Prod Application Developer	\$133.68	\$138.23	\$142.92	\$147.78	\$152.81	\$158.01
ANT-010	Proprietary Prod Application Designer	\$133.68	\$138.23	\$142.92	\$147.78	\$152.81	\$158.01
ANT-011	Proprietary Prod Database Admin	\$128.79	\$133.17	\$137.69	\$142.38	\$147.21	\$152.22
ANT-012	Proprietary Prod System Architect	\$130.53	\$134.96	\$139.55	\$144.29	\$149.20	\$154.27
ANT-013	Business Process Reengineering Analyst	\$110.46	\$114.22	\$118.10	\$122.12	\$126.27	\$130.56
ANT-015	Scientist	\$99.50	\$102.88	\$106.38	\$109.99	\$113.73	\$117.60
ANT-016	Staff Scientist	\$127.50	\$131.83	\$136.31	\$140.95	\$145.74	\$150.70
ANT-017	Sr. Scientist	\$152.85	\$158.05	\$163.42	\$168.97	\$174.71	\$180.65
ANT-018	Principal Scientist	\$187.02	\$193.38	\$199.96	\$206.76	\$213.79	\$221.06
ANT-019	Sr. Principal Scientist	\$216.95	\$224.32	\$231.95	\$239.84	\$247.99	\$256.42
ANT-023	Jr. Systems Engineer	\$85.48	\$88.38	\$91.39	\$94.49	\$97.70	\$101.03
ANT-024	Systems Engineer	\$103.93	\$107.47	\$111.12	\$114.90	\$118.81	\$122.85
ANT-025	Staff Systems Engineer	\$128.04	\$132.39	\$136.90	\$141.55	\$146.37	\$151.35

Cat #	Category Name	Contract Year 10 GSA Price with IFF (11/21/23 to 11/20/24)	Contract Year 11 GSA Price with IFF (11/21/24 to 11/20/25)	Contract Year 12 GSA Price with IFF (11/21/25 to 11/20/26)	Contract Year 13 GSA Price with IFF (11/21/26 to 11/27)	Contract Year 14 GSA Price with IFF (11/21/27 to 11/20/28)	Contract Year 15 GSA Price with IFF (11/21/28 to 11/20/29)
ANT-026	Sr. Systems Engineer	\$136.10	\$140.73	\$145.51	\$150.46	\$155.58	\$160.87
ANT-027	Principal Systems Engineer	\$143.28	\$148.16	\$153.20	\$158.41	\$163.80	\$169.37
ANT-028	Sr. Principal Systems Engineer	\$192.09	\$198.62	\$205.37	\$212.35	\$219.58	\$227.04
ANT-029	Information Engineer	\$130.53	\$134.96	\$139.55	\$144.29	\$149.20	\$154.27
ANT-030	Sr. Information Engineer	\$144.06	\$148.96	\$154.03	\$159.26	\$164.68	\$170.28
ANT-031	Principal Information Engineer	\$170.94	\$176.76	\$182.76	\$188.98	\$195.41	\$202.05
ANT-032	Jr. Software Engineer	\$82.79	\$85.60	\$88.51	\$91.53	\$94.64	\$97.85
ANT-033	Software Engineer	\$97.23	\$100.53	\$103.95	\$107.49	\$111.14	\$114.92
ANT-034	Staff Software Engineer	\$109.57	\$113.30	\$117.15	\$121.13	\$125.25	\$129.51
ANT-035	Sr. Software Engineer	\$136.78	\$141.43	\$146.24	\$151.20	\$156.34	\$161.66
ANT-036	Principal Software Engineer	\$191.74	\$198.26	\$205.00	\$211.97	\$219.17	\$226.63
ANT-037	Software Architect	\$179.08	\$185.17	\$191.47	\$197.97	\$204.71	\$211.67
ANT-038	Computer Security Specialist	\$109.03	\$112.74	\$116.56	\$120.52	\$124.62	\$128.87
ANT-039	Sr. Computer Security Specialist	\$153.43	\$158.65	\$164.04	\$169.62	\$175.39	\$181.35
ANT-040	Jr. Database Architect	\$87.36	\$90.33	\$93.40	\$96.57	\$99.86	\$103.25
ANT-041	Database Architect	\$97.11	\$100.41	\$103.83	\$107.36	\$111.00	\$114.78
ANT-042	Sr. Database Architect	\$122.81	\$126.98	\$131.30	\$135.77	\$140.38	\$145.16
ANT-045	Computer Programmer/Analyst	\$87.50	\$90.47	\$93.54	\$96.73	\$100.01	\$103.41
ANT-046	Staff Computer Programmer/Analyst	\$123.05	\$127.23	\$131.56	\$136.03	\$140.65	\$145.44
ANT-047	Sr. Computer Programmer/Analyst	\$127.07	\$131.40	\$135.86	\$140.47	\$145.25	\$150.19
ANT-048	Principal Computer Programmer/Analyst	\$149.29	\$154.37	\$159.62	\$165.05	\$170.66	\$176.46
ANT-049	Computer Systems Programmer	\$117.95	\$121.96	\$126.12	\$130.41	\$134.84	\$139.43
ANT-050	Web Designer	\$86.46	\$89.40	\$92.44	\$95.59	\$98.84	\$102.21
ANT-051	Web Developer	\$100.66	\$104.09	\$107.63	\$111.28	\$115.07	\$118.98
ANT-052	Sr. Web Developer	\$137.07	\$141.73	\$146.55	\$151.54	\$156.69	\$162.02
ANT-053	Web Tech Administrator	\$99.10	\$102.47	\$105.95	\$109.56	\$113.29	\$117.14
ANT-054	Web Content Manager	\$97.02	\$100.31	\$103.73	\$107.25	\$110.90	\$114.67
ANT-055	Web Security Administrator	\$97.20	\$100.50	\$103.92	\$107.46	\$111.11	\$114.89

Cat #	Category Name	Contract Year 10 GSA Price with IFF (11/21/23 to 11/20/24)	Contract Year 11 GSA Price with IFF (11/21/24 to 11/20/25)	Contract Year 12 GSA Price with IFF (11/21/25 to 11/20/26)	Contract Year 13 GSA Price with IFF (11/21/26 to 11/27)	Contract Year 14 GSA Price with IFF (11/21/27 to 11/20/28)	Contract Year 15 GSA Price with IFF (11/21/28 to 11/20/29)
ANT-057	Computer Systems Analyst	\$97.66	\$100.99	\$104.42	\$107.97	\$111.64	\$115.44
ANT-058	Staff Computer Systems Analyst	\$114.28	\$118.17	\$122.19	\$126.34	\$130.63	\$135.07
ANT-059	Sr. Computer Systems Analyst	\$130.66	\$135.10	\$139.70	\$144.44	\$149.35	\$154.43
ANT-060	Principal Computer Systems Analyst	\$157.89	\$163.26	\$168.82	\$174.56	\$180.49	\$186.63
ANT-061	Legacy Systems Analyst	\$129.51	\$133.91	\$138.47	\$143.17	\$148.04	\$153.08
ANT-062	Jr. Functional Analyst/Specialist	\$72.60	\$75.07	\$77.62	\$80.26	\$82.99	\$85.81
ANT-063	Functional Analyst/Specialist	\$85.88	\$88.81	\$91.83	\$94.95	\$98.18	\$101.51
ANT-064	Sr. Functional Analyst/Specialist	\$110.46	\$114.22	\$118.10	\$122.12	\$126.27	\$130.56
ANT-065	Principal Functional Analyst/Specialist	\$115.91	\$119.85	\$123.92	\$128.13	\$132.48	\$136.99
ANT-066	Sr. Principal Functional Analyst/Specialist	\$161.25	\$166.73	\$172.40	\$178.27	\$184.33	\$190.60
ANT-067	Data Management Specialist	\$128.79	\$133.17	\$137.69	\$142.38	\$147.21	\$152.22
ANT-068	Data Administrator	\$123.72	\$127.92	\$132.27	\$136.77	\$141.42	\$146.23
ANT-069	Data Manager	\$158.93	\$164.33	\$169.92	\$175.70	\$181.67	\$187.85
ANT-070	Computer Operations Manager	\$95.95	\$99.21	\$102.59	\$106.08	\$109.68	\$113.41
ANT-071	Sr. Computer Operations Manager	\$140.84	\$145.62	\$150.57	\$155.69	\$160.98	\$166.45
ANT-076	Communications Engineer	\$128.59	\$132.97	\$137.49	\$142.17	\$147.00	\$152.00
ANT-077	Sr. Communications Engineer	\$147.30	\$152.31	\$157.49	\$162.84	\$168.38	\$174.11
ANT-078	Jr. Network Engineer	\$86.47	\$89.41	\$92.45	\$95.60	\$98.85	\$102.22
ANT-079	Network Engineer	\$96.76	\$100.05	\$103.46	\$106.97	\$110.61	\$114.37
ANT-080	Staff Network Engineer	\$120.09	\$124.17	\$128.39	\$132.76	\$137.27	\$141.93
ANT-081	Sr. Network Engineer	\$130.72	\$135.16	\$139.76	\$144.51	\$149.43	\$154.51
ANT-082	Principal Network Engineer	\$176.97	\$182.98	\$189.20	\$195.63	\$202.28	\$209.16
ANT-083	Network Administrator	\$111.65	\$115.45	\$119.38	\$123.44	\$127.64	\$131.98
ANT-084	Sr. Network Administrator	\$138.51	\$143.21	\$148.08	\$153.12	\$158.33	\$163.71
ANT-088	Network/Computer Support Specialist	\$91.21	\$94.32	\$97.52	\$100.84	\$104.26	\$107.81
ANT-089	Computer System/Network Integ Engin	\$99.10	\$102.47	\$105.95	\$109.56	\$113.29	\$117.14

Cat #	Category Name	Contract Year 10 GSA Price with IFF (11/21/23 to 11/20/24)	Contract Year 11 GSA Price with IFF (11/21/24 to 11/20/25)	Contract Year 12 GSA Price with IFF (11/21/25 to 11/20/26)	Contract Year 13 GSA Price with IFF (11/21/26 to 11/27)	Contract Year 14 GSA Price with IFF (11/21/27 to 11/20/28)	Contract Year 15 GSA Price with IFF (11/21/28 to 11/20/29)
ANT-092	Sr. Telecommunications Analyst	\$92.33	\$95.48	\$98.72	\$102.08	\$105.54	\$109.13
ANT-093	Communications Network Manager	\$116.24	\$120.19	\$124.28	\$128.50	\$132.88	\$137.39
ANT-102	Hardware Specialist	\$98.83	\$102.20	\$105.67	\$109.27	\$112.99	\$116.83
ANT-103	Quality Assurance/IV&V Analyst	\$88.50	\$91.52	\$94.63	\$97.84	\$101.17	\$104.60
ANT-104	Quality Assurance/IV&V Specialist	\$91.60	\$94.71	\$97.93	\$101.26	\$104.71	\$108.26
ANT-105	Quality Assurance IV&V Manager	\$148.51	\$153.56	\$158.78	\$164.18	\$169.76	\$175.54
ANT-108	Configuration Management Specialist	\$110.49	\$114.25	\$118.14	\$122.16	\$126.31	\$130.60
ANT-109	Sr. Configuration Mgt. Specialist	\$133.68	\$138.23	\$142.92	\$147.78	\$152.81	\$158.01
ANT-111	Training Specialist/Instructor	\$83.28	\$86.12	\$89.05	\$92.07	\$95.20	\$98.44
ANT-112	Sr. Training Specialist/Instructor	\$110.31	\$114.06	\$117.93	\$121.94	\$126.10	\$130.39
ANT-114	Training Specialist	\$83.28	\$86.12	\$89.05	\$92.07	\$95.20	\$98.44
ANT-115	Sr. Training Specialist	\$110.19	\$113.93	\$117.80	\$121.81	\$125.95	\$130.24
ANT-116	Principal Training Specialist	\$132.93	\$137.45	\$142.13	\$146.96	\$151.96	\$157.13
ANT-119	Testing and Validation Specialist	\$75.92	\$78.50	\$81.17	\$83.93	\$86.78	\$89.73
ANT-121	Principal Testing and Validation Specialist	\$120.20	\$124.29	\$128.51	\$132.89	\$137.40	\$142.08
ANT-123	Instructional System Designer	\$95.44	\$98.68	\$102.04	\$105.50	\$109.09	\$112.80
ANT-124	Sr. Instructional System Designer	\$113.59	\$117.45	\$121.44	\$125.57	\$129.84	\$134.26
ANT-128	Staff Graphic Design Specialist	\$86.22	\$89.15	\$92.18	\$95.31	\$98.56	\$101.91
ANT-129	Sr. Graphic Design Specialist	\$99.43	\$102.81	\$106.31	\$109.92	\$113.66	\$117.53
ANT-130	Principal Graphic Design Specialist	\$120.20	\$124.29	\$128.51	\$132.89	\$137.40	\$142.08
ANT-133	Contract Administrator	\$86.65	\$89.59	\$92.63	\$95.79	\$99.04	\$102.41
ANT-134	Sr. Contracts Administrator	\$116.24	\$120.19	\$124.28	\$128.50	\$132.88	\$137.39
ANT-137	Program Management Specialist	\$84.08	\$86.94	\$89.89	\$92.95	\$96.11	\$99.38
ANT-138	Sr. Program Management Specialist	\$110.83	\$114.60	\$118.50	\$122.53	\$126.69	\$131.00

Cat #	Category Name	Contract Year 10 GSA Price with IFF (11/21/23 to 11/20/24)	Contract Year 11 GSA Price with IFF (11/21/24 to 11/20/25)	Contract Year 12 GSA Price with IFF (11/21/25 to 11/20/26)	Contract Year 13 GSA Price with IFF (11/21/26 to 11/27)	Contract Year 14 GSA Price with IFF (11/21/27 to 11/20/28)	Contract Year 15 GSA Price with IFF (11/21/28 to 11/20/29)
ANT-139	Principal Program Management Specialist	\$127.75	\$132.09	\$136.58	\$141.23	\$146.04	\$151.00
ANT-148	Sr. Documentation Specialist	\$104.02	\$107.56	\$111.21	\$114.99	\$118.90	\$122.94
ANT-150	Technical Editor	\$108.94	\$112.64	\$116.47	\$120.43	\$124.52	\$128.76
ANT-158	Imagery Analyst	\$121.13	\$125.25	\$129.51	\$133.91	\$138.47	\$143.17
ANT-159	Imagery Sr Analyst	\$139.29	\$144.03	\$148.93	\$153.99	\$159.23	\$164.64
ANT-160	Imagery Principal Analyst	\$160.68	\$166.14	\$171.79	\$177.63	\$183.67	\$189.91
ANT-161	Imagery Sr Princ Analyst	\$212.53	\$219.76	\$227.23	\$234.96	\$242.95	\$251.21
ANT-162	Geospatial Analyst	\$128.68	\$133.05	\$137.57	\$142.25	\$147.08	\$152.08
ANT-163	Geospatial Sr Analyst	\$147.97	\$153.00	\$158.20	\$163.58	\$169.14	\$174.89
ANT-164	Geospatial Principal Analyst	\$165.79	\$171.43	\$177.25	\$183.27	\$189.50	\$195.94
ANT-165	Geospatial Sr Princ Analyst	\$212.53	\$219.76	\$227.23	\$234.96	\$242.95	\$251.21

Rates are escalated 3.4% annually

Notes:

1. Labor rates include the 0.75% Industrial Funding Fee (IFF) that will be paid to GSA FAS.
2. Hardship and/or Danger Pay will be proposed and invoiced in accordance with State Department guidelines on a task-by-task basis. Both Hardship and Danger are subject to IFF.
3. Other Direct Costs and Open Market Items: In accordance with the Cost Accounting Standards (CAS 410) and its Disclosure Statement and standard accounting practices, GDIT is allowed to and required to apply applicable indirect burdens on ODCs (inclusive of all travel-related costs).
4. Travel: Any travel required by an ordering agency in the performance of service under this MAS contract and allowable under FAR Part 31 will be reimbursed by the ordering agency. Contractor travel will be in accordance with the Federal Travel Regulations or Joint Travel Regulations, as applicable. Established federal government per diem rates will apply to contractor travel, plus applicable G&A expenses.
5. Overtime: Should overtime be required and authorized, GDIT will invoice the Government at one and one-half Times the task order negotiated labor rates for categories determined to be covered by the SCA (identified ** above).

SIN 54151 - SOFTWARE MAINTENANCE SERVICES (ENOSIS)

Software maintenance as a product includes the publishing of bug/defect fixes via patches and updates/upgrades in function and technology to maintain the operability and usability of the software product. It may also include other no charge support that are included in the purchase price of the product in the commercial marketplace. No charge support includes items such as user blogs, discussion forums, on-line help libraries and FAQs (Frequently Asked Questions), hosted chat rooms, and limited telephone, email and/or web-based general technical support for user's self diagnostics.

GDIT							
GS-35F-080CA							
ENOSIS Software Maintenance							
SIN	MFR PART NO	PRODUCT NAME	PRODUCT DESCRIPTION	UOI	WARRANTY	COO	GSA Price
54151	VNGT602-A	ENOSIS	M Adapter	EA	Standard	USA	\$410.58
54151	VNGT602-B	ENOSIS	Connection Manager	EA	Standard	USA	\$821.16
54151	VNGT602-C	ENOSIS	DataBlade Component	EA	Standard	USA	\$821.16
54151	VNGT602-D	ENOSIS	Connection DLL	EA	Standard	USA	\$821.16
54151	VNGT602-E	ENOSIS	JAVA Wrapper Server	EA	Standard	USA	\$821.16
54151	VNGT602-F	ENOSIS	JAVA Wrapper Client	EA	Standard	USA	\$821.16
54151	VNGT602-G	ENOSIS	MQSeries Interface Component	EA	Standard	USA	\$821.16
54151	VNGT602-H	ENOSIS	C Adapter	EA	Standard	USA	\$821.16
54151	VNGT602-I	ENOSIS	Active X Component	EA	Standard	USA	\$821.16
54151	VNGT602-J	ENOSIS	Visual Basic Component	EA	Standard	USA	\$821.16
54151	VNGT602-K	ENOSIS	Sybase SDS Component	EA	Standard	USA	\$821.16

SIN 518210C – CLOUD AND CLOUD RELATED IT PROFESSIONAL SERVICES

SIN	MANUFACTURER NAME	MFR PART NO	DEALER PART NUMBER (if applicable)	UNIVERSAL PRODUCT CODE TYPE A (UPC-A)	PRODUCT NAME	PRODUCT DESCRIPTION	UOI	GSA Pricing
518210C	GDIT	CWL01	N/A	N/A	Virtual Machine Low Bundle	Virtual Machine - Windows/Linux Low bundle 1vCPU x 2GB RAM + 80GB Storage	EA	\$652.90
518210C	GDIT	CWL02	N/A	N/A	Virtual Machine Medium Bundle	Virtual Machine - Windows/Linux Medium bundle 1vCPU x 4GB RAM + 80GB Storage	EA	\$688.16
518210C	GDIT	CWL03	N/A	N/A	Virtual Machine High Bundle	Virtual Machine - Windows/Linux High bundle 1vCPU x 8GB RAM + 160GB Storage	EA	\$754.66
518210C	GDIT	CC101	N/A	N/A	Additional Computer Power	CPU Add-on (1 vCPU)	EA	\$35.26
518210C	GDIT	CC102	N/A	N/A	Additional Computer Power	RAM Add-on (2GB increments)	EA	\$35.26
518210C	GDIT	CMG001	N/A	N/A	Managed Customer Furnished Equipment	Rack Space, Power, connectivity w/Premium support	EA	\$474.56
518210C	GDIT	CD001	N/A	N/A	1vCPU x 2GB RAM + 80GB Storage	DR Virtual Server - Cold (LOW)	EA	\$163.22
518210C	GDIT	CD002	N/A	N/A	1vCPU x 4GB RAM + 80GB Storage	DR Virtual Server - Cold (MED)	EA	\$172.29
518210C	GDIT	CD003	N/A	N/A	1vCPU x 8GB RAM + 160GB Storage	DR Virtual Server - Cold (HIGH)	EA	\$189.42
518210C	GDIT	NN001	N/A	N/A	Network Connectivity	General Internet	EA	\$475.57

SIN ANCILLARY – ANCILLARY SERVICES TO SUPPORT SIN 54151S IT, AND SIN 54151HEAL

Ancillary supplies and/or services are support supplies and services which are not within the scope of any other SIN on this schedule. These supplies and/or services may only be ordered in conjunction with or in support of supplies and/or services purchased under another SIN(s) in this solicitation to provide a solution to a customer requirement. This SIN may be used for orders and blanket purchase agreements that involve work or a project that is solely associated with the supplies and/or services purchased under this schedule. This SIN EXCLUDES purchases that are exclusively for supplies and/or services already available under another schedule and is limited to information technology (IT) products and/or services.

Special Instructions: The work performed under this SIN shall be associated with existing SINs that are part of this schedule. Ancillary supplies and/or services shall not be the primary purpose of the work ordered, but be an integral part of the total solution offered. Ancillary supplies and/or services may only be ordered in conjunction with or in support of supplies and/or services purchased under another SIN in this schedule. Offerors may be required to provide additional information to support a determination that their proposed ancillary supplies and/or services are commercially offered in support of one or more SINs under this schedule.

Note: Commercially available products under this solicitation may be covered by the Energy

SIN ANCILLARY – Support for SIN 54151S IT Professional Services Labor Category Descriptions

Education/Experience Substitutions

The following presents the allowable substitutions based on education and experience:

Four (4) years' experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

Two (2) years' experience (in addition to minimum experience requirements and Bachelor's degree) may be substituted for a Master's degree.

Two (2) years' experience (in addition to minimum requirements and Master's degree) may be substituted for a Ph.D.

For categories where a Bachelor's degree is required, a Master's degree may be substituted for two (2) years' experience; or a doctoral degree may be substituted for three (3) years' experience.

Successful completion of each course in specialized or emerging technology (Windows 2000/XP, Oracle, Powerbuilder, Web development, internet/intranet security, and XML, etc.) may be substituted for one year of experience.

For the categories of JR Network Engineer, Network Engineer, Staff Network Engineer, and Communications Network Manager, a Certificate in a related technology (certified Network Engineer, for example) may be substituted for the degree requirement.

ANT-044 JR Computer Programmer/Analyst

Minimum/General Experience: None required. Entry-level position.

Functional Responsibility: Tests assigned software units to ensure accurate design; evaluates, reports, and corrects any discrepancies found during the testing process; configures computers and other peripherals; makes software changes when needed; codes programs to improve program effectiveness and efficiency; works with

customers/clients to identify and solve programming problems; creates, modifies, and maintains new software applications as assigned; troubleshoots various software products to determine source of errors; prepares and updates operating procedures, specifications, and other documentation of various software products; may assist in the design and development of computer-based and/or multimedia courseware for customer training initiatives; installs software products on computer hardware.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	4 years
AA/AS	2 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-056 Jr. Computer Systems Analyst

Minimum/General Experience: Requires no experience and knowledge of the fundamental concepts, practices and procedures used in most phases of systems analysis; knowledge of pertinent system software and computer equipment. Depending on the job assignment, knowledge of or certification in specific applications or processes may be required.

Functional Responsibility: Analyzes user needs and identifies resources required for each task to determine functional requirements; codes applications and tests to software requirements; assists in design and development of new systems or modifies existing systems that meet the user's needs; assists higher-level analysts in analyzing alternative systems, cost aspects and feasibility factors; writes or updates software specifications; records all inputs and outputs of systems, including file sizes, data bank requirements, variability of information and appropriate statistical measures such as frequency, volume, peaking, etc; prepares appropriate documentation for new or existing systems; troubleshoots and provides technical support and solutions to users.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	2 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-072 System Administrator/Operator

Minimum/General Experience: Four years' experience, of which at least two years are specialized experience in administrating UNIX or open systems-compliant systems.

Functional Responsibility: Designs, installs, modifies and maintains local area networks (LANs). Responsible for troubleshooting and making necessary adjustments in network operating system, software and hardware. Works with other staff to design, develop, install, test, debug, modify and maintain distributed processing databases on the LAN.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	6 years
BA/BS	2 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-073 JR Computer Operator

Minimum/General Experience: Requires no experience

Functional Responsibility: Performs duties to operate computer and peripheral equipment such as printers, tape and disk drives; sets up, monitors, and controls computer and peripheral equipment; maintains records regarding output units and supply inventories; sets up printers for routine print jobs; assists in performing back-ups; routes error messages to appropriate personnel.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	0 years
AA/AS	0 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-074 Computer Operator

Minimum/General Experience: Three years' experience of which at least one year must be specialized to include supervisory computer operator experience.

Functional Responsibility: Performs duties to operate computer consoles and peripheral equipment such as printers, tape and disk drives IAW site-specific operating procedures; maintains records regarding output units and supply inventories; sets up printers for routine print jobs; assists in performing back-ups and routes error messages to appropriate personnel. May supervise other Computer Operators.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	3 years
AA/AS	1 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-085 Network/Computer Support Technician

Minimum/General Experience: Two years' experience in computer/network operations, equipment/network maintenance, and configuration upgrading or specialized workstation operation activities.

Functional Responsibility: Responsible for information systems and network operations, network management and any ancillary IT support functions.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	2 years
AA/AS	0 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-086 SR Network/Computer Support Technician

Minimum/General Experience: Three years' directly related experience in computer/network operations. Also requires some knowledge of the following: principles, methods, and techniques used in network troubleshooting and support, modems, data scopes, patch panels, concentrators, associated terminals, and network management software, and Desk Top Operating Systems and Applications. May require certification of a specific application, depending on job assignment.

Functional Responsibility: Responsible for information systems and network operations, network management and any ancillary IT support functions--assists with the installation and configuration of computer hardware; provides end-user software troubleshooting and support; provides network troubleshooting and support; diagnoses hardware, software and operator problems and corrects them as instructed; participates in the development of IT infrastructure processes; may provide end-user training.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	3 years
AA/AS	1 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-091 Telecommunications Analyst

Minimum/General Experience: One year directly related experience in telecommunications systems design and support. Must also have knowledge of the fundamental concepts used in telecommunications systems administration and support as well as relevant hardware and software systems.

Functional Responsibility: Evaluates, designs, and maintains existing and proposed data telecommunications systems; analyzes the telecommunications needs of the user and recommends solutions; designs, develops, and tests telecommunications software solutions; prepares detailed specifications and flow charts for implementation of new internal programs or modification to vendor software; coordinates installation of equipment; monitors the operations of telecommunications systems and services of vendors; provides end user training of telecommunications features and functionality.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	3 years
AA/AS	1 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-097 JR Help Desk Technician

Minimum/General Experience: Requires no experience and basic knowledge of the principles, methods, and techniques used in network troubleshooting and support as well as modems, data scopes, patch panels, concentrators, associated terminals, and network management software. Knowledge of or certification in one or more specific applications or processes may be required, depending on job assignment.

Functional Responsibility: Assists with the installation, configuration, and upgrade of computer hardware and software; provides end-user software troubleshooting and support; applies basic diagnostic techniques to identify problems, investigate causes, and recommend solutions; provides network troubleshooting and support; assists in the administration of e-mail systems; provides phone and help-desk support for local and off-site users.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	0 years
AA/AS	0 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-098 Help Desk Technician

Minimum/General Experience: One year directly related experience in help desk or network support. Also requires knowledge of the principles, methods, and techniques used in network troubleshooting and support as well as modems, data scopes, patch panels, concentrators, associated terminals, and network management software. Knowledge of or certification in one or more specific applications or processes may be required, depending on job assignment.

Functional Responsibility: Participates in the installation, configuration, and upgrade of computer hardware and software; provides end-user software troubleshooting and support; applies diagnostic techniques to identify problems, investigate causes, and recommend solutions; provides network troubleshooting and support; assists in the administration of e-mail systems; provides phone and help-desk support for local and off-site users.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	1 years
AA/AS	0 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-099 SR Help Desk Technician

Minimum/General Experience: Three years' directly related experience in help desk or network support. Also requires thorough knowledge of the principles, methods, and techniques used in network troubleshooting and support as well as modems, data scopes, patch panels, concentrators, associated terminals, and network management software. Knowledge of or certification in one or more specific applications or processes may be required, depending on job assignment.

Functional Responsibility: Performs installation, configuration, and upgrade of computer hardware and software; provides end-user software troubleshooting and support; applies advanced diagnostic techniques to identify problems, investigate causes, and recommend solutions; provides network troubleshooting and support; may participate in the administration and design of websites; participates in the administration of e-mail systems; provides phone and help-desk support for local and off-site users; assists lower level technicians with complex problems.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	3 years
AA/AS	1 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-100 Electronics/Electrical Technician

Minimum/General Experience: Three years' practical experience in the field of electronic repair and installation and experience in module assembly repair and test. Requires in depth knowledge of the principles of electricity, electronics and shop practices and techniques including electrical and electronic circuitry.

Functional Responsibility: Responsible for conducting design, installation, check-out, testing, troubleshooting and repair of electronic equipment. Responsible for the installation, alteration and repair of electrical systems and components. Installations must be accomplished to comply with applicable codes and technical specifications.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	3 years
AA/AS	1 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-106 Logistics Specialist

Minimum/General Experience: Three years' experience in the electronics field. Specific experience with electronic hardware is required. Experience with CAD drawing practices and database software is required.

Functional Responsibility: Identifies Configuration Items (CI) and establishes and maintains a CI baseline inventory database. Conducts periodic audits of DI's to monitor the status of the inventory. Originates and maintains Configuration Management (CM) databases, files and drawings. Maintains spare parts, equipment and consumable inventory databases. Issues supplies and equipment. Maintains statistical analysis of usage.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	3 years
AA/AS	1 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-126 JR Graphics Design Specialist

Minimum/General Experience: Three years' experience of which at least one year is specialized to include developing graphics/artistic presentations for publications and documents (preferably technical documentation). Use of commercial word processing and graphics software programs. Experience with desktop publishing systems is desirable. Must demonstrate the ability to work independently or under only general direction.

Functional Responsibility: Shall support the development of all contract deliverables and reports by developing and updating graphics presentations to improve the quality and enhance the usability of these documents. Shall be responsible for integrating the graphics generated with automated tools and the deliverable documents.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	3 years
AA/AS	1 years
BA/BS	0 years

MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-127 Graphics Design Specialist

Minimum/General Experience: Three years' directly related experience in graphics design. Also requires knowledge of the principles, methods, and techniques used in the preparation of graphics materials and associated software and equipment. Requires experience using graphics software programs.

Functional Responsibility: Participates in the design, layout, and production of brochures, pamphlets, briefings, displays, and other materials; makes recommendations on methods and materials; assist in the creation of overhead presentations, including graphics, charts, photos, and clip-art; creates displays to represent certain accomplishments to be highlighted; creates other graphic materials at client request, including scanned documents, photography, or signs; determines style, size and arrangement of type and illustrations; may participate in the design and creation of videos using computer and video equipment and cameras; may work from rough sketches, engineering drawings or other documentation; may exercise creative judgment by translating needs into graphics capabilities; uses various computer graphics software programs.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	5 years
BA/BS	1 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-131 Videographer/Editor

Minimum/General Experience: Requires no experience .

Functional Responsibility: Sets up and operates video cameras and related audio, lighting and recording equipment used in instructional systems and incorporating interactive video disk technology; performs off-line video editing; advises producer/director regarding shot composition and assists in post-production shot selection; accomplishes off-line video narrative, editing, special effects and animation along with quality control of off-line video tape; may develop computer graphics; functions as an on-site team participant under the direction of the producer/director.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	2 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-136 JR Program Management Specialist

Minimum/General Experience: Requires no experience. Requires demonstrated effective organizational skills and knowledge of word processing, spreadsheet, and/or other pertinent software applications.

Functional Responsibility: Responsible for management, performance and completion of routine projects associated with a contract program; collects and evaluates data for monitoring development and life-cycle requirements of various programs and systems; creates program cost estimates to support program cost/schedule/technique audits or to generate budget submissions; uses computer programs and models to track program data; maintains contact with customer to ensure conformance to customer requirements.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	4 years
AA/AS	2 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-140 JR Program Support Specialist

Minimum/General Experience: Requires no experience. Demonstrated administrative and organizational skills. Also requires knowledge of word processing, spreadsheet, and/or other pertinent software applications.

Functional Responsibility: Provides program analytical support for the day-to-day operations as well as long range appraisal and decision processes; acquires, maintains, retrieves and analyzes technical and financial program data using various database programs; interprets, integrates and disseminates large volumes of technical data; assists in generating, processing and monitoring program requirements for activities and documents; coordinates and schedules meetings for management; assists with the preparation of monthly status reports of task accomplishments, financial data, and staffing reports.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	2 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-141 Program Support Specialist

Minimum/General Experience: Five years' related administrative experience. Demonstrated administrative and organizational skills. Also requires knowledge of word processing, spreadsheet, and/or other pertinent software applications.

Functional Responsibility: Provides program analytical support for the day-to-day operations as well as long range appraisal and decision processes; acquires, maintains, retrieves and analyzes technical and financial program data using various database programs; applies program knowledge and experience to identify and meet current and future program requirements; interprets, integrates and disseminates large volumes of technical data; generates, processes and monitors program requirements for activities and documents; coordinates and schedules meetings for customers and management; prepares regular status reports of task accomplishments, financial data, and staffing reports; coordinates the preparation of presentation materials and documents.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-142 SR Program Support Specialist

Minimum/General Experience: Seven years' related administrative experience. Demonstrated administrative and organizational skills. Also requires knowledge of word processing, spreadsheet, and/or other pertinent software applications.

Functional Responsibility: Provides program analytical support for the day-to-day operations as well as long range appraisal and decision processes; acquires, maintains, retrieves and analyzes technical and financial program data using various database programs; applies program knowledge and experience to identify and meet current and future program requirements; interprets, integrates and disseminates large volumes of technical data; generates, processes and monitors program requirements for activities and documents; acts as liaison between management and the customer; coordinates and schedules meetings for customers and management; prepares regular status reports of task accomplishments, financial data, and staffing reports; prepares presentation materials and documents; may provide work leadership to lower level specialists.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	11 years
AA/AS	9 years
MA/MS	5 years
Doctorate Degree/Ph.D.	4 years

ANT-143 JR Admin/Data Analyst

Minimum/General Experience: Requires no experience. Also requires knowledge of general administrative and organizational skills and use of associated office equipment.

Functional Responsibility: Responsible for input and verification of data; reviews source documents for accuracy of input data; reviews, follows up and resolves errors during processing cycle; maintains files; reviews and distributes reports.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	0 years
AA/AS	0 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-144 Admin/Data Analyst

Minimum/General Experience: Two years' related experience. Also requires knowledge of general administrative and organizational skills and use of associated office equipment.

Functional Responsibility: Responsible for input and verification of data; reviews source documents for accuracy of input data; reviews, follows up and resolves errors during processing cycle; may be responsible for integrity of certain database information; investigates questionable data and takes corrective action when necessary; maintains files; generates reports and may analyze specific database information.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	2 years
AA/AS	0 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-147 Documentation Specialist

Minimum/General Experience: Two years' experience in composing and producing technical documentation or one year experience in composing and producing technical documentation plus a college degree.

Functional Responsibility: Composes and finalizes technical documentation including specifications, user manuals, etc. in the style, content and format required by the relevant standards using input received from technical personnel.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	2 years
AA/AS	0 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-149 Technical Writer

Minimum/General Experience: Three years' experience, of which at least one must be specialized. Specialized experience includes: demonstrated experience in editing documents, including technical documents. Must demonstrate the ability to work independently or under only general direction.

Functional Responsibility: Assist in collection and organizing information required for preparation of user manuals, training materials, installation guides, proposals, and reports. Edit functional descriptions, system specifications, user manuals, special reports, or any other customer deliverables and documents. Assists in performing financial and administrative functions.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	7 years
AA/AS	5 years
MA/MS	1 years
Doctorate Degree/Ph.D.	0 years

ANT-156 Technical Typist

Minimum/General Experience: Two years' experience in a technical typing position. At least one year's experience working as a technical typist preparing computer system documentation or documenting developed software requirements.

Functional Responsibility: Prepares draft and final form technical documents. Must be capable of typing at average or above average speed. Must be capable of typing technical narratives and data. Responsible for spelling, grammar, and proper format, and for proofreading finished documents. Must be capable of using various word processing equipment.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	2 years
AA/AS	0 years
BA/BS	0 years

MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-157 Data Entry Clerk

Minimum/General Experience: One year's experience in data entry and verification. Typically required to work under close supervision and direction.

Functional Responsibility: Performs data entry via on-line data terminal, key-to-tape, key-to-disk, or similar devices. Verifies data entered, where applicable.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	1 years
AA/AS	0 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

Professional Service Rates

Cat #	Category Name	Contract Year 10 GSA Price with IFF (11/21/23 to 11/20/24)	Contract Year 11 GSA Price with IFF (11/21/24 to 11/20/25)	Contract Year 12 GSA Price with IFF (11/21/25 to 11/20/26)	Contract Year 13 GSA Price with IFF (11/21/26 to 11/27)	Contract Year 14 GSA Price with IFF (11/21/27 to 11/20/28)	Contract Year 15 GSA Price with IFF (11/21/28 to 11/20/29)
ANT-044	Jr. Computer Programmer/Analyst**	\$71.44	\$73.86	\$76.37	\$78.97	\$81.65	\$84.43
ANT-056	Jr. Computer Systems Analyst**	\$74.88	\$77.43	\$80.06	\$82.78	\$85.59	\$88.50
ANT-072	System Administrator/Operator**	\$71.06	\$73.48	\$75.98	\$78.56	\$81.23	\$83.99
ANT-073	Jr. Computer Operator**	\$51.28	\$53.03	\$54.83	\$56.70	\$58.62	\$60.61
ANT-074	Computer Operator**	\$57.41	\$59.37	\$61.38	\$63.47	\$65.62	\$67.85
ANT-085	Network/Computer Support Technician**	\$71.06	\$73.48	\$75.98	\$78.56	\$81.23	\$83.99
ANT-086	Sr. Network/Computer Support Technician**	\$78.74	\$81.42	\$84.19	\$87.05	\$90.02	\$93.08
ANT-091	Telecommunications Analyst**	\$85.51	\$88.42	\$91.43	\$94.54	\$97.75	\$101.08
ANT-097	Jr. Help Desk Technician**	\$63.96	\$66.14	\$68.38	\$70.71	\$73.12	\$75.61
ANT-098	Help Desk Technician**	\$71.06	\$73.48	\$75.98	\$78.56	\$81.23	\$83.99
ANT-099	Sr. Help Desk Technician**	\$78.74	\$81.42	\$84.19	\$87.05	\$90.02	\$93.08
ANT-100	Electronics/Electrical Technician**	\$71.74	\$74.18	\$76.70	\$79.30	\$82.01	\$84.80
ANT-106	Logistics Specialist**	\$77.37	\$80.00	\$82.72	\$85.53	\$88.44	\$91.45

ANT-126	Jr. Graphics Design Specialist**	\$55.51	\$57.39	\$59.35	\$61.36	\$63.45	\$65.60
ANT-127	Graphics Design Specialist**	\$68.79	\$71.12	\$73.54	\$76.04	\$78.63	\$81.30
ANT-131	Videographer/Editor**	\$64.15	\$66.33	\$68.58	\$70.91	\$73.32	\$75.81
ANT-136	Jr. Program Management Specialist**	\$85.13	\$88.02	\$91.01	\$94.11	\$97.31	\$100.61
ANT-140	Jr. Program Support Specialist**	\$44.02	\$45.52	\$47.07	\$48.68	\$50.33	\$52.04
ANT-141	Program Support Specialist**	\$50.79	\$52.51	\$54.30	\$56.14	\$58.05	\$60.02
ANT-142	Sr. Program Support Specialist**	\$85.13	\$88.02	\$91.01	\$94.11	\$97.31	\$100.61
ANT-143	Jr. Admin/Data Analyst**	\$38.98	\$40.31	\$41.68	\$43.10	\$44.56	\$46.08
ANT-144	Admin/Data Analyst**	\$42.52	\$43.96	\$45.45	\$46.99	\$48.59	\$50.25
ANT-147	Documentation Specialist**	\$72.75	\$75.21	\$77.77	\$80.41	\$83.14	\$85.97
ANT-149	Technical Writer**	\$88.01	\$91.00	\$94.10	\$97.30	\$100.60	\$104.02
ANT-156	Technical Typist**	\$42.35	\$43.79	\$45.28	\$46.82	\$48.41	\$50.06
ANT-157	Data Entry Clerk**	\$38.98	\$40.31	\$41.68	\$43.10	\$44.56	\$46.08

Rates are escalated 3.4% annually

Notes:

1. Labor rates include the 0.75% Industrial Funding Fee (IFF) that will be paid to GSA FAS.
2. Hardship and/or Danger Pay will be proposed and invoiced in accordance with State Department guidelines on a task-by-task basis. Both Hardship and Danger are subject to IFF.
3. Other Direct Costs and Open Market Items: In accordance with the Cost Accounting Standards (CAS 410) and its Disclosure Statement and standard accounting practices, GDIT is allowed to and required to apply applicable indirect burdens on ODCs (inclusive of all travel-related costs).
4. Travel: Any travel required by an ordering agency in the performance of service under this MAS contract and allowable under FAR Part 31 will be reimbursed by the ordering agency. Contractor travel will be in accordance with the Federal Travel Regulations or Joint Travel Regulations, as applicable. Established federal government per diem rates will apply to contractor travel, plus applicable G&A expenses.
5. Overtime: Should overtime be required and authorized, GDIT will invoice the Government at one and one-half Times the task order negotiated labor rates for categories determined to be covered by the SCA (identified ** above).

**SIN ANCILLARY – Support for SIN 54151HEAL Health IT Professional Services
Labor Category Descriptions**

Education/Experience Substitutions

The following presents the allowable substitutions based on education and experience:

Four (4) years' experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

Two (2) years' experience (in addition to minimum experience requirements and Bachelor's degree) may be substituted for a Master's degree.

Two (2) years' experience (in addition to minimum requirements and Master's degree) may be substituted for a Ph.D.

For categories where a Bachelor's degree is required, a Master's degree may be substituted for two (2) years' experience; or a doctoral degree may be substituted for three (3) years' experience.

Successful completion of each course in specialized or emerging technology (Windows 2000/XP, Oracle, Powerbuilder, Web development, internet/intranet security, and XML, etc.) may be substituted for one year of experience.

For the categories of JR Network Engineer, Network Engineer, Staff Network Engineer, and Communications Network Manager, a Certificate in a related technology (certified Network Engineer, for example) may be substituted for the degree requirement.

ANT-044H JR Computer Programmer/Analyst

Minimum/General Experience: None required. Entry-level position.

Functional Responsibility: Tests assigned software units to ensure accurate design; evaluates, reports, and corrects any discrepancies found during the testing process; configures computers and other peripherals; makes software changes when needed; codes programs to improve program effectiveness and efficiency; works with customers/clients to identify and solve programming problems; creates, modifies, and maintains new software applications as assigned; troubleshoots various software products to determine source of errors; prepares and updates operating procedures, specifications, and other documentation of various software products; may assist in the design and development of computer-based and/or multimedia courseware for customer training initiatives; installs software products on computer hardware.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	4 years
AA/AS	2 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-056H Jr. Computer Systems Analyst

Minimum/General Experience: Requires no experience and requires knowledge of the fundamental concepts, practices and procedures used in most phases of systems analysis; knowledge of pertinent system software and computer equipment. Depending on the job assignment, knowledge of or certification in specific applications or processes may be required.

Functional Responsibility: Analyzes user needs and identifies resources required for each task to determine functional requirements; codes applications and tests to software requirements; assists in design and development of new systems or modifies existing systems that meet the user's needs; assists higher-level analysts in analyzing alternative systems, cost aspects and feasibility factors; writes or updates software specifications; records all inputs and outputs of systems, including file sizes, data bank requirements, variability of information and appropriate statistical measures such as frequency, volume, peaking, etc; prepares appropriate documentation for new or existing systems; troubleshoots and provides technical support and solutions to users.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	2 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-072H System Administrator/Operator

Minimum/General Experience: Four years' experience, of which at least two years are Health IT specialized experience in administrating UNIX or open systems-compliant systems.

Functional Responsibility: Designs, installs, modifies and maintains local area networks (LANs). Responsible for troubleshooting and making necessary adjustments in network operating system, software and hardware. Works with other staff to design, develop, install, test, debug, modify and maintain distributed processing databases

on the LAN.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	6 years
BA/BS	2 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-073H JR Computer Operator

Minimum/General Experience: Requires no experience

Functional Responsibility: Performs duties to operate computer and peripheral equipment such as printers, tape and disk drives; sets up, monitors, and controls computer and peripheral equipment; maintains records regarding output units and supply inventories; sets up printers for routine print jobs; assists in performing back-ups; routes error messages to appropriate personnel.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	0 years
AA/AS	0 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-074H Computer Operator

Minimum/General Experience: Three years' experience of which at least one year must be specialized to include Health IT supervisory computer operator experience.

Functional Responsibility: Performs duties to operate computer consoles and peripheral equipment such as printers, tape and disk drives IAW site-specific operating procedures; maintains records regarding output units and supply inventories; sets up printers for routine print jobs; assists in performing back-ups and routes error messages to appropriate personnel. May supervise other Computer Operators.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	3 years
AA/AS	1 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-085H Network/Computer Support Technician

Minimum/General Experience: Two years' experience in Health IT computer/network operations, equipment/network maintenance, and configuration upgrading or specialized workstation operation activities.

Functional Responsibility: Responsible for information systems and network operations, network management and any ancillary IT support functions.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	2 years
AA/AS	0 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-086H SR Network/Computer Support Technician

Minimum/General Experience: Three years' directly related experience in Health IT computer/network operations. Also requires some knowledge of the following: principles, methods, and techniques used in network troubleshooting and support, modems, data scopes, patch panels, concentrators, associated terminals, and network management software, and Desk Top Operating Systems and Applications. May require certification of a specific application, depending on job assignment.

Functional Responsibility: Responsible for information systems and network operations, network management and any ancillary IT support functions--assists with the installation and configuration of computer hardware; provides end-user software troubleshooting and support; provides network troubleshooting and support; diagnoses hardware, software and operator problems and corrects them as instructed; participates in the development of IT infrastructure processes; may provide end-user training.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	3 years
AA/AS	1 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-091H Telecommunications Analyst

Minimum/General Experience: One year directly related experience in Health IT telecommunications systems design and support. Must also have knowledge of the fundamental concepts used in telecommunications systems administration and support as well as relevant hardware and software systems.

Functional Responsibility: Evaluates, designs, and maintains existing and proposed data telecommunications systems; analyzes the telecommunications needs of the user and recommends solutions; designs, develops, and tests telecommunications software solutions; prepares detailed specifications and flow charts for implementation of new internal programs or modification to vendor software; coordinates installation of equipment; monitors the operations of telecommunications systems and services of vendors; provides end user training of telecommunications features and functionality.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	3 years
AA/AS	1 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-097H JR Help Desk Technician

Minimum/General Experience: Requires no experience or up to one year directly related experience in Health IT help desk or network support. Also requires basic knowledge of the principles, methods, and techniques used in

network troubleshooting and support as well as modems, data scopes, patch panels, concentrators, associated terminals, and network management software. Knowledge of or certification in one or more specific applications or processes may be required, depending on job assignment.

Functional Responsibility: Assists with the installation, configuration, and upgrade of computer hardware and software; provides end-user software troubleshooting and support; applies basic diagnostic techniques to identify problems, investigate causes, and recommend solutions; provides network troubleshooting and support; assists in the administration of e-mail systems; provides phone and help-desk support for local and off-site users.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	0 years
AA/AS	0 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-098H Help Desk Technician

Minimum/General Experience: One year directly related experience in Health IT help desk or network support. Also requires knowledge of the principles, methods, and techniques used in network troubleshooting and support as well as modems, data scopes, patch panels, concentrators, associated terminals, and network management software. Knowledge of or certification in one or more specific applications or processes may be required, depending on job assignment.

Functional Responsibility: Participates in the installation, configuration, and upgrade of computer hardware and software; provides end-user software troubleshooting and support; applies diagnostic techniques to identify problems, investigate causes, and recommend solutions; provides network troubleshooting and support; assists in the administration of e-mail systems; provides phone and help-desk support for local and off-site users.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	1 years
AA/AS	0 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-099H SR Help Desk Technician

Minimum/General Experience: Three years' directly related experience in Health IT help desk or network support. Also requires thorough knowledge of the principles, methods, and techniques used in network troubleshooting and support as well as modems, data scopes, patch panels, concentrators, associated terminals, and network management software. Knowledge of or certification in one or more specific applications or processes may be required, depending on job assignment.

Functional Responsibility: Performs installation, configuration, and upgrade of computer hardware and software; provides end-user software troubleshooting and support; applies advanced diagnostic techniques to identify problems, investigate causes, and recommend solutions; provides network troubleshooting and support; may participate in the administration and design of websites; participates in the administration of e-mail systems; provides phone and help-desk support for local and off-site users; assists lower level technicians with complex problems.

Minimum Education: N/A

Approved Substitutions

Education	Experience
HS	3 years
AA/AS	1 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-100H Electronics/Electrical Technician

Minimum/General Experience: Three years' practical experience in the field of electronic repair and installation and experience in module assembly repair and test. Requires in depth knowledge of the principles of electricity, electronics and shop practices and techniques including electrical and electronic circuitry.

Functional Responsibility: Responsible for conducting design, installation, check-out, testing, troubleshooting and repair of electronic equipment. Responsible for the installation, alteration and repair of electrical systems and components. Installations must be accomplished to comply with applicable codes and technical specifications.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	3 years
AA/AS	1 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-106H Logistics Specialist

Minimum/General Experience: Three years' experience in the electronics field. Specific experience with electronic hardware is required. Experience with CAD drawing practices and database software is required.

Functional Responsibility: Identifies Configuration Items (CI) and establishes and maintains a CI baseline inventory database. Conducts periodic audits of DI's to monitor the status of the inventory. Originates and maintains Configuration Management (CM) databases, files and drawings. Maintains spare parts, equipment and consumable inventory databases. Issues supplies and equipment. Maintains statistical analysis of usage.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	3 years
AA/AS	1 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-126H JR Graphics Design Specialist

Minimum/General Experience: Three years' experience of which at least one year is specialized to include developing graphics/artistic presentations for publications and documents (preferably technical documentation). Use of commercial word processing and graphics software programs. Experience with desktop publishing systems is desirable. Must demonstrate the ability to work independently or under only general direction.

Functional Responsibility: Shall support the development of all contract deliverables and reports by developing and updating graphics presentations to improve the quality and enhance the usability of these documents. Shall be responsible for integrating the graphics generated with automated tools and the deliverable documents.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	3 years
AA/AS	1 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-127H Graphics Design Specialist

Minimum/General Experience: Three years' directly related experience in graphics design. Also requires knowledge of the principles, methods, and techniques used in the preparation of graphics materials and associated software and equipment. Requires experience using graphics software programs.

Functional Responsibility: Participates in the design, layout, and production of brochures, pamphlets, briefings, displays, and other materials; makes recommendations on methods and materials; assist in the creation of overhead presentations, including graphics, charts, photos, and clip-art; creates displays to represent certain accomplishments to be highlighted; creates other graphic materials at client request, including scanned documents, photography, or signs; determines style, size and arrangement of type and illustrations; may participate in the design and creation of videos using computer and video equipment and cameras; may work from rough sketches, engineering drawings or other documentation; may exercise creative judgment by translating needs into graphics capabilities; uses various computer graphics software programs.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	5 years
BA/BS	1 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-131H Videographer/Editor

Minimum/General Experience: Requires no experience.

Functional Responsibility: Sets up and operates video cameras and related audio, lighting and recording equipment used in instructional systems and incorporating interactive video disk technology; performs off-line video editing; advises producer/director regarding shot composition and assists in post-production shot selection; accomplishes off-line video narrative, editing, special effects and animation along with quality control of off-line video tape; may develop computer graphics; functions as an on-site team participant under the direction of the producer/director.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	2 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-136H JR Program Management Specialist

Minimum/General Experience: Requires no experience. Requires demonstrated effective organizational skills and knowledge of word processing, spreadsheet, and/or other pertinent software applications.

Functional Responsibility: Responsible for management, performance and completion of routine projects associated with a contract program; collects and evaluates data for monitoring development and life-cycle requirements of various programs and systems; creates program cost estimates to support program

cost/schedule/technique audits or to generate budget submissions; uses computer programs and models to track program data; maintains contact with customer to ensure conformance to customer requirements.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	4 years
AA/AS	2 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-140H JR Program Support Specialist

Minimum/General Experience: Requires no experience and demonstrated administrative and organizational skills. Also requires knowledge of word processing, spreadsheet, and/or other pertinent software applications.

Functional Responsibility: Provides program analytical support for the day-to-day operations as well as long range appraisal and decision processes; acquires, maintains, retrieves and analyzes technical and financial program data using various database programs; interprets, integrates and disseminates large volumes of technical data; assists in generating, processing and monitoring program requirements for activities and documents; coordinates and schedules meetings for management; assists with the preparation of monthly status reports of task accomplishments, financial data, and staffing reports.

Minimum Education: AA/AS

Approved Substitutions	
Education	Experience
HS	2 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-141H Program Support Specialist

Minimum/General Experience: Five years' related administrative experience. Demonstrated administrative and organizational skills. Also requires knowledge of word processing, spreadsheet, and/or other pertinent software applications.

Functional Responsibility: Provides program analytical support for the day-to-day operations as well as long range appraisal and decision processes; acquires, maintains, retrieves and analyzes technical and financial program data using various database programs; applies program knowledge and experience to identify and meet current and future program requirements; interprets, integrates and disseminates large volumes of technical data; generates, processes and monitors program requirements for activities and documents; coordinates and schedules meetings for customers and management; prepares regular status reports of task accomplishments, financial data, and staffing reports; coordinates the preparation of presentation materials and documents.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-142H SR Program Support Specialist

Minimum/General Experience: Seven years' related administrative experience. Demonstrated administrative and organizational skills. Also requires knowledge of word processing, spreadsheet, and/or other pertinent software applications.

Functional Responsibility: Provides program analytical support for the day-to-day operations as well as long range appraisal and decision processes; acquires, maintains, retrieves and analyzes technical and financial program data using various database programs; applies program knowledge and experience to identify and meet current and future program requirements; interprets, integrates and disseminates large volumes of technical data; generates, processes and monitors program requirements for activities and documents; acts as liaison between management and the customer; coordinates and schedules meetings for customers and management; prepares regular status reports of task accomplishments, financial data, and staffing reports; prepares presentation materials and documents; may provide work leadership to lower level specialists.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	11 years
AA/AS	9 years
MA/MS	5 years
Doctorate Degree/Ph.D.	4 years

ANT-143H JR Admin/Data Analyst

Minimum/General Experience: Requires no experience and also requires knowledge of general administrative and organizational skills and use of associated office equipment.

Functional Responsibility: Responsible for input and verification of data; reviews source documents for accuracy of input data; reviews, follows up and resolves errors during processing cycle; maintains files; reviews and distributes reports.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	0 years
AA/AS	0 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-144H Admin/Data Analyst

Minimum/General Experience: Two years' related experience. Also requires knowledge of general administrative and organizational skills and use of associated office equipment.

Functional Responsibility: Responsible for input and verification of data; reviews source documents for accuracy of input data; reviews, follows up and resolves errors during processing cycle; may be responsible for integrity of certain database information; investigates questionable data and takes corrective action when necessary; maintains files; generates reports and may analyze specific database information.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	2 years
AA/AS	0 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-147H Documentation Specialist

Minimum/General Experience: Two years' experience in composing and producing technical documentation or one year experience in composing and producing technical documentation plus a college degree.

Functional Responsibility: Composes and finalizes technical documentation including specifications, user manuals, etc. in the style, content and format required by the relevant standards using input received from technical personnel.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	2 years
AA/AS	0 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-149H Technical Writer

Minimum/General Experience: Three years' experience, of which at least one must be specialized. Specialized experience includes: demonstrated experience in editing documents, including technical documents. Must demonstrate the ability to work independently or under only general direction.

Functional Responsibility: Assist in collection and organizing information required for preparation of user manuals, training materials, installation guides, proposals, and reports. Edit functional descriptions, system specifications, user manuals, special reports, or any other customer deliverables and documents. Assists in performing financial and administrative functions.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	7 years
AA/AS	5 years
MA/MS	1 years
Doctorate Degree/Ph.D.	0 years

ANT-156H Technical Typist

Minimum/General Experience: Two years' experience in a technical typing position. At least one year's experience working as a technical typist preparing computer system documentation or documenting developed software requirements.

Functional Responsibility: Prepares draft and final form technical documents. Must be capable of typing at average or above average speed. Must be capable of typing technical narratives and data. Responsible for spelling, grammar, and proper format, and for proofreading finished documents. Must be capable of using various word processing equipment.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	2 years
AA/AS	0 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-157H Data Entry Clerk

Minimum/General Experience: One year's experience in data entry and verification. Typically required to

work under close supervision and direction.

Functional Responsibility: Performs data entry via on-line data terminal, key-to-tape, key-to-disk, or similar devices. Verifies data entered, where applicable.

Minimum Education: N/A

Approved Substitutions	
Education	Experience
HS	1 years
AA/AS	0 years
BA/BS	0 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

Professional Service Rates

Cat #	Category Name	Contract Year 10 GSA Price with IFF (11/21/23 to 11/20/24)	Contract Year 11 GSA Price with IFF (11/21/24 to 11/20/25)	Contract Year 12 GSA Price with IFF (11/21/25 to 11/20/26)	Contract Year 13 GSA Price with IFF (11/21/26 to 11/27)	Contract Year 14 GSA Price with IFF (11/21/27 to 11/20/28)	Contract Year 15 GSA Price with IFF (11/21/28 to 11/20/29)
ANT-044H	Jr. Computer Programmer/Analyst**	\$71.44	\$73.86	\$76.37	\$78.97	\$81.65	\$84.43
ANT-056H	Jr. Computer Systems Analyst**	\$74.88	\$77.43	\$80.06	\$82.78	\$85.59	\$88.50
ANT-072H	System Administrator/Operator**	\$71.06	\$73.48	\$75.98	\$78.56	\$81.23	\$83.99
ANT-073H	Jr. Computer Operator**	\$51.28	\$53.03	\$54.83	\$56.70	\$58.62	\$60.61
ANT-074H	Computer Operator**	\$57.41	\$59.37	\$61.38	\$63.47	\$65.62	\$67.85
ANT-085H	Network/Computer Support Technician**	\$71.06	\$73.48	\$75.98	\$78.56	\$81.23	\$83.99
ANT-086H	Sr. Network/Computer Support Technician**	\$78.74	\$81.42	\$84.19	\$87.05	\$90.02	\$93.08
ANT-091H	Telecommunications Analyst**	\$85.51	\$88.42	\$91.43	\$94.54	\$97.75	\$101.08
ANT-097H	Jr. Help Desk Technician**	\$63.96	\$66.14	\$68.38	\$70.71	\$73.12	\$75.61
ANT-098H	Help Desk Technician**	\$71.06	\$73.48	\$75.98	\$78.56	\$81.23	\$83.99
ANT-099H	Sr. Help Desk Technician**	\$78.74	\$81.42	\$84.19	\$87.05	\$90.02	\$93.08
ANT-100H	Electronics/Electrical Technician**	\$71.74	\$74.18	\$76.70	\$79.30	\$82.01	\$84.80
ANT-106H	Logistics Specialist**	\$77.37	\$80.00	\$82.72	\$85.53	\$88.44	\$91.45
ANT-126H	Jr. Graphics Design Specialist**	\$55.51	\$57.39	\$59.35	\$61.36	\$63.45	\$65.60
ANT-127H	Graphics Design Specialist**	\$68.79	\$71.12	\$73.54	\$76.04	\$78.63	\$81.30
ANT-131H	Videographer/Editor**	\$64.15	\$66.33	\$68.58	\$70.91	\$73.32	\$75.81
ANT-136H	Jr. Program Management Specialist**	\$85.13	\$88.02	\$91.01	\$94.11	\$97.31	\$100.61

Cat #	Category Name	Contract Year 10 GSA Price with IFF (11/21/23 to 11/20/24)	Contract Year 11 GSA Price with IFF (11/21/24 to 11/20/25)	Contract Year 12 GSA Price with IFF (11/21/25 to 11/20/26)	Contract Year 13 GSA Price with IFF (11/21/26 to 11/27)	Contract Year 14 GSA Price with IFF (11/21/27 to 11/20/28)	Contract Year 15 GSA Price with IFF (11/21/28 to 11/20/29)
ANT-140H	Jr. Program Support Specialist**	\$44.02	\$45.52	\$47.07	\$48.68	\$50.33	\$52.04
ANT-141H	Program Support Specialist**	\$50.79	\$52.51	\$54.30	\$56.14	\$58.05	\$60.02
ANT-142H	Sr. Program Support Specialist**	\$85.13	\$88.02	\$91.01	\$94.11	\$97.31	\$100.61
ANT-143H	Jr. Admin/Data Analyst**	\$38.98	\$40.31	\$41.68	\$43.10	\$44.56	\$46.08
ANT-144H	Admin/Data Analyst**	\$42.52	\$43.96	\$45.45	\$46.99	\$48.59	\$50.25
ANT-147H	Documentation Specialist**	\$72.75	\$75.21	\$77.77	\$80.41	\$83.14	\$85.97
ANT-149H	Technical Writer**	\$88.01	\$91.00	\$94.10	\$97.30	\$100.60	\$104.02
ANT-156H	Technical Typist**	\$42.35	\$43.79	\$45.28	\$46.82	\$48.41	\$50.06
ANT-157H	Data Entry Clerk**	\$38.98	\$40.31	\$41.68	\$43.10	\$44.56	\$46.08

Rates are escalated 3.4% annually

Notes:

1. Labor rates include the 0.75% Industrial Funding Fee (IFF) that will be paid to GSA FAS.
2. Hardship and/or Danger Pay will be proposed and invoiced in accordance with State Department guidelines on a task-by-task basis. Both Hardship and Danger are subject to IFF.
3. Other Direct Costs and Open Market Items: In accordance with the Cost Accounting Standards (CAS 410) and its Disclosure Statement and standard accounting practices, GDIT is allowed to and required to apply applicable indirect burdens on ODCs (inclusive of all travel-related costs).
4. Travel: Any travel required by an ordering agency in the performance of service under this MAS contract and allowable under FAR Part 31 will be reimbursed by the ordering agency. Contractor travel will be in accordance with the Federal Travel Regulations or Joint Travel Regulations, as applicable. Established federal government per diem rates will apply to contractor travel, plus applicable G&A expenses.
5. Overtime: Should overtime be required and authorized, GDIT will invoice the Government at one and one-half Times the task order negotiated labor rates for categories determined to be covered by the SCA (identified ** above).

SCA MATRIX

SCA Matrix			
Cat #	SCA Eligible contract Labor Category	SCA Equivalent Code Title	WD Number
ANT-044	Jr. Computer Programmer/Analyst **	Computer Systems Analyst I - 14101	2015-4281
ANT-056	Jr. Computer Systems Analyst **	Personal Computer Support Technician - 14160	2015-4281
ANT-072	Systems Administrator/Operator **	Computer Operator I - 14041	2015-4281
ANT-073	Jr. Computer Operator **	Computer Operator II - 14042	2015-4281
ANT-074	Computer Operator **	Personal Computer Support Technician - 14160	2015-4281
ANT-085	Network/Computer Support Technician **	Personal Computer Support Technician - 14160	2015-4281
ANT-086	Sr. Network/Computer Support Technician **	Telecommunications Mechanic II - 23932	2015-4281
ANT-091	Telecommunications Analyst **	Personal Computer Support Technician - 14160	2015-4281
ANT-097	Jr. Help Desk Technician **	Personal Computer Support Technician - 14160	2015-4281
ANT-098	Help Desk Technician **	Personal Computer Support Technician - 14160	2015-4281
ANT-099	Sr. Help Desk Technician **	Electronics Technician II, Maintenance - 23182	2015-4281
ANT-100	Electronics/Electrical Technician **	Supply Technician - 01410	2015-4281
ANT-106	Logistics Specialist **	Graphic Artist - 15080	2015-4281
ANT-126	Jr. Graphic Design Specialist **	Graphic Artist - 15080	2015-4281
ANT-127	Graphic Design Specialist **	Photographer III - 13073	2015-4281
ANT-131	Videographer/Editor **	Administrative Assistant - 01020	2015-4281
ANT-136	Jr. Program Mgt Specialist **	General Clerk II - 01112	2015-4281
ANT-140	Jr. Program Support Specialist **	General Clerk III - 01113	2015-4281
ANT-141	Program Support Specialist **	Administrative Assistant - 01020	2015-4281
ANT-142	Sr. Program Support Specialist **	Data Entry Operator I - 01051	2015-4281
ANT-143	Jr. Admin/Data Analyst **	Data Entry Operator II - 01052	2015-4281
ANT-144	Admin/Data Analyst **	Technical Writer II - 30462	2015-4281
ANT-147	Documentation Specialist **	Technical Writer III - 30463	2015-4281
ANT-149	Technical Writer **	Word Processor II - 01612	2015-4281
ANT-156	Technical Typist **	Data Entry Operator II - 01052	2015-4281
ANT-157	Data Entry Clerk **	Data Entry Operator I - 01051	2015-4281

SIN OLM - Order-Level Materials

OLMs are supplies and/or services acquired in direct support of an individual task or delivery order placed against a Federal Supply Schedule (FSS) program contract or BPA. OLM pricing is not established at the FSS contract, but at the order level.

Since OLMs are identified and acquired at the order or BPA level, the ordering contracting officer (OCO) is responsible for making a fair and reasonable price determination for all OLMs using FAR 15.404 techniques for commercial price determinations.

OLM SIN-Level Requirements/Ordering Instructions: OLMs are:

- Identified at the order or BPA level (either at the time the order is placed or as the requirement for OLMs develop during the course of performance)

- Defined, priced and purchased at the ordering activity level in accordance with GSAR clause 552.238-115 Special Ordering Procedures for the Acquisition of Order-Level Materials.
- OLMs are not “open market items.”
- Only authorized for use in direct support of another awarded SIN.
- Only authorized for inclusion at the order level under a Time- and-Materials (T&M) or Labor-Hour (LH) Contract Line Item Number (CLIN)
- Prices for items provided under the Order-Level Materials SIN must be inclusive of the IFF. Subject to a Not -To-Exceed (NTE) ceiling price limited to 33.33% of the total value of the order or BPA.
- Terms and conditions that otherwise apply to the FSS contract also apply to the Order-Level Materials SIN. Examples include but are not limited to: • Trade Agreements Act (TAA) • Sales reporting and IFF remittance • Environmental Attributes clauses • AbilityOne Program Essentially the Same (ETS) compliance

OLMs are not items awarded under ancillary supplies/services or other direct cost (ODC) SINs (these items are defined, priced, and awarded at the FSS contract level).

NOTE: When used in conjunction with a Cooperative Purchasing eligible SIN, this SIN is Cooperative Purchasing Eligible.