

Ri VIDIUM[®]

THE MISSING ELEMENT IN TECHNOLOGY
dba TripleCyber



RiVIDIUM[®]
dba TripleCyber[®]



CMMI DEV / 3SM
CMMI V2.0B / Exp. 2025-11-20 / Appraisal # 51953

CMMI SVC / 3SM
CMMI V2.0B / Exp. 2025-11-20 / Appraisal # 51953

General Services Administration

Federal Acquisition Service

Authorized Federal Supply Schedule Price List

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

Multiple Award Schedule - MAS Contract No. GS-02F-183AA MOD: PS A893, 30 Mar 2025

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

Contract Administrator: Manny Rivera
Email: contracts@rividium.com
Business Size: Small
SDVOSB
Veteran Owned

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Contract Period: 3 Sept 2023 – 2 Sept 2028

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1.0 Vision and Introduction

Our Vision

“To shape our customers’ requirements by anticipating tomorrow’s needs today!”

To prepare RiVidium for the future, RiVidium (dba TripleCyber) has balanced all parts of its organization to attract the finest employees to *“Strive to be the missing element defining tomorrow’s technology for our clients.”*

With a leaner organization, less overhead, reformed Lines of Business (LoB) and Operational Structures, RiVidium keeps pace and surpasses its competitors. In turn, RiVidium meets the challenges of advancements in Logistic Services, Financial Services, Human Capital Services, Training Services, Marketing Services, Information Technology Services, Engineering Services, Cyber Security Services and Intelligence Services.

As a corporate structure, RiVidium has two distinct units: The Operational Unit and the Line Unit. The **Operational Unit** supports the day-to-day operations of RiVidium as a Business. The **Line Unit** support the day-to-day operations of RiVidium clients and product delivery. The Line Unit consists of ten (10) Practice Areas and four (4) Divisions. The Practice Areas and labor categories found within catalog are endemic to the Line Unit and the Divisions within it. The Practice Areas are aligned to each Division as follows:

Commercial Price List - Practice Area	Logistics & Finance Division	HR & Training Division	IT & Engineering Division	Cyber & Intelligence Division
(L0000) – Logistic Services	✓			
(F0000) – Financial Services	✓			
(A0000) – Administrative Services	✓			
(H0000) - Human Capital Services		✓		
(T0000) – Training Services		✓		
(M0000) – Marketing Services		✓		
(I0000) – Information Technology Services			✓	
(E0000) – Engineering Services			✓	
(C0000) – Cyber Security Services				✓
(N0000) – Intelligence Services				✓

2.0 Contract Administration Point of Contact:

Archana Dhore, GSA Contracts Manager
1951 Kidwell Drive
Suite 400
Vienna, Virginia 22182
Phone: (703) 366-3900 ext. 104
Fax #: (703) 366-3910
archana.dhore@rividium.com

3.0 General Terms and Conditions

3.2.1 Table of awarded general SIN(s)

56131: Talent Acquisition
611430TD: Talent Development
541612EPM: Employee Performance Management
541214HR: Compensation & Benefits
524292: Separation & Retirement
541612ER: Employee Relations
541612LR: Labor Relations
541611W: Workforce Analytics & Employee Records
54161: Agency Human Capital Evaluation
541611: Management & Financial Consulting, Acquisition & Grants Management Support, & Business Program & Project Management Services
541612HC: Agency Human Capital Strategy, Policy & Operations

NEW SIN to Add

54151HACS: Highly Adaptive Cybersecurity Services (HACS)

3.2.2 Identification of the Lowest Priced Model Number and Lowest Unit Price

Not Applicable

3.2.3 Maximum Order: \$1,000,000.00

3.2.4 Minimum Order: \$100.00

3.2.5 Geographic Coverage (Delivery Area): World-wide

3.2.6 Point of Production: Vienna, Virginia

3.2.7 Discounts from list prices: Basic 5% discount off commercial rates on all labor

3.2.8 Quantity Discounts

- Basic 3.5% discount off commercial rates on all labor and an additional

- 2.5% volume discount off any amount from \$100,000.00 to 250,000.00 in task order per customer
- 3.5% volume discount off any amount from \$250,000.00 to \$500,000.00 in task order per customer
- 4.0% volume discount off any amount from \$500,000.00 to \$800,000.00 in task order per customer
- 5.0% volume discount off any amount from \$800,000.00 to \$1,000,000.00 in task order per customer

3.2.9 Prompt Payment Terms: Discount: 1 % if payment is made within 10 days Net 30 days.

3.2.10 Government Credit Cards Accepted

3.2.11 No Discounts for Payment by Government Commercial Credit Card

3.2.12 Foreign Items: None

3.2.13. Time of Delivery: Will adhere to delivery schedule specified in agencies' purchase orders, etc.

3.2.14 F.O.B. Points: Destination

3.2.15 Ordering Address:

1951 Kidwell Drive
Suite 400
Vienna, VA 22182
Phone: (703) 366-3900
Fax #: (703) 366-3910

3.2.16 Ordering Procedures

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

3.2.17 Payment Address:

1951 Kidwell Drive
Suite 400
Vienna, VA 22182
Phone: (703) 366-3900
Fax #: (703) 366-3910

3.2.18 Warranty Provision:

RiVidium warrants and implies that items delivered hereunder are merchantable and fit for the particular purpose of this contract.

3.2.19 Export Packing Charges (if applicable): N/A

3.2.20 Terms and Conditions of Government Purchase Card Acceptance: Government cards accepted; no discounts apply.

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

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

3.2.23 Terms and conditions of repair parts indicating date of parts pricelists and any discounts from list prices (if applicable): N/A

3.2.24 Terms and conditions for any other services (if applicable): N/A

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

3.2.26 Preventive maintenance (if applicable): N/A

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

3.2.28 List of Services and Distribution Points:

1951 Kidwell Drive
Suite 400
Vienna, VA 22182
Phone: (703) 366-3900
Fax #: (703) 366-3910

3.2.29 Data Universal Number System (Duns) Number & TIN:

DUNS: 82-7489035
Tax ID: 26-2936354

3.2.30 Notification Regarding Registration in SAM Central Contractor Registration (CCR) database: Registered and CAGE CODE: 583E8

4.0 SIN(s) Service Descriptions

56131: Talent Acquisition

The Talent Acquisition function is the establishment of internal programs and procedures for attracting, recruiting, assessing, and selecting highly qualified, productive employees with appropriate skills and competencies, from all sectors of society, all in accordance with merit system principles. Services include developing a staffing strategy and plan; establishing an applicant evaluation approach; announcing the vacancy, sourcing, and evaluating candidates against the competency requirements for the position; initiating pre-employment activities; and hiring employees. The Talent Acquisition function includes the following sub-functions:

- A.2.1 Talent Acquisition Management;
- A.2.2 Candidate Sourcing & Recruitment;
- A.2.3 Candidate Assessment & Selection;
- A.2.4 New Hire In-Processing;
- A.2.6 Candidate Suitability;
- A.26 Security Classification & Background Investigation Support.

Talent Acquisition Management includes aligning the workforce plan to business unit strategies/resource needs. Services include developing and opening job requisitions, preparing job descriptions, posting job requisitions, managing internal/external job posting websites changing/updating requisitions, interacting with hiring managers, creating applicant records, managing/tracking applicant data, archiving and retaining records of non-hires, determining competencies through job analysis, and designing assessment approach. Candidate Sourcing and Recruitment includes selecting recruiting methods, performing recruiting activities, holding/participating in recruiting events, managing recruitment vendors, recruitment branding, and candidate relationship management.

It provides for Executive Search services, Recruitment Systems, placement coordination, and, Career Transition Guidance, external recruitment using printed and electronic media, trade schools, job fairs and college visits paying special attention to reaching all segments of the population; managing comprehensive internal recruitment and placement programs including merit promotions, transfers of function (TOF), reassignments, temporary promotions, details, realignments, changes to lower grade, upward mobility, rotational training assignments, reductions-in-force (RIFs), and others. Candidate Sourcing and Recruitment also includes: Internships and Mentoring Assignments. Candidate Assessment and Selection provides for preliminary design, implementation and review of eligibility requirements and evaluation criteria and qualifications analysis and management for a wide range of special recruitment programs including: Senior Executive Service (SES), Pathways Program, Veterans' Recruitment Appointment (VRA), Schedule A Hiring Authority for Individuals with disabilities, and Student Aid programs. New Hire In-Processing (On-boarding) provides for developing job offers, negotiating an offer, hiring a candidate, and managing and automating in-processing forms. Provides for design and implementation of new hire In-processing and Orientation including

basic training methodologies and delivery. Candidate Suitability services include testing, aptitude assessment, as well as Security Classification and Background Investigation Support. This function also provides administration for the preparation and documentation of formal Background Investigations including Polygraph and other testing methodologies in support of Security Clearance adjudication.

611430TD: Talent Development

Professional services include the implementation and maintenance of comprehensive employee skills development, training, and personal attributes via engagement programs to meet current and future talent demands of the agency and to develop and retain quality, high performing, and diverse talent. Services include conducting employee development needs assessments; designing employee development programs; administering and delivering employee development programs (Learning Management) and evaluating the overall effectiveness of the agency's employee development approach. The function includes the following sub-functions:

- A.3.1 Talent Development Planning and Strategy;
- A.3.2 Workforce Development and training;
- A.3.3 Learning Management, Talent Development Planning & Strategy

Providing advice, guidance and assistance to supervisors and employees as well as HR/personnel staff in managing self-improvement training resources, aiding in identifying training needs and requirements, coordinating the availability of various training programs, developmental career programs, executive leadership programs, and tuition assistance programs. Workforce Development and Training services include professional training and individual development services such as HR Specific Training for HR professionals, Leadership and management training, internships, and apprenticeship programs. Training devices include but are not limited to audio visual presentation systems and educational media delivered web-based or via traditional print and storage media, CD ROM, Disc, and Thumb Drive. Training services include traditional coursework in all academic disciplines, web-based or classroom; Conducting leadership training workshops and seminars not provided via traditional management training curricula available elsewhere and conducting Speakers Bureau services and Leadership assessment surveys. Learning Management services include but are not limited to providing comprehensive professional support to the administration of traditional and automated Learning Management Systems (LMS), gathering, and assessing of data (data analytics), reporting, testing, and conducting test administration, Educational Program Research & Development, and general HR Consulting Services.

541612EPM: Employee Performance Management

Is the creation, implementation, and maintenance of comprehensive employee performance management practices, programs, and activities that support customer agency mission objectives. This function includes the following sub-functions:

- A.4.1 Employee Performance Management;
- A.4.2 Recognition Management.

Employee Performance Management involves defining performance objectives, reviewing, appraising, and managing employee performance, and evaluating and reviewing the performance management program. Services include HR planning, and designing, developing, and implementing a comprehensive performance management strategy that enables managers to make distinctions in performance and links individual performance to agency goal and mission accomplishment. Recognition Management provides for analyzing current recognition and reward programs and practices to ensure they are aligned to organizational business and people strategies, motivating individual/team/organizational achievement, ensuring award criteria are sufficiently met, encouraging managers to champion recognition programs, communicating the recognition and reward strategy to employees and managing employee performance at the individual level and evaluating the overall effectiveness of the agency's employee development approach and incentives.

541214HR: Compensation & Benefits

This function provides for General Human Resources basic functions including but not limited to Payroll, Benefits Management, Workers Compensation, Unemployment Insurance Claims, and Executive Services. This function includes the following sub-functions:

- A.5.1 Compensation Management;
- A.5.2 Work Schedule and Leave Administration;
- A.5.3 Benefits Management;
- A.5.4 Work-Life Wellness/Employee Assistance Programs and Social Services.

Compensation Management designs, develops, and implements compensation policies and programs that attract, retain, and equitably compensate employees in accordance with law and regulations. Develops and implements strategic and cost-effective use of pay flexibilities to address agency recruitment and retention needs in support of their missions and goals. Services include Administrative and Management support in the planning and adoption of nondiscretionary (government-wide) agency discretionary and alternative compensation programs that are fair, equitable and promote employee retention and the designing and planning of programs for award and bonus payout strategies and payroll processing, employee and third-party disbursements, and payroll reconciliation. Work Schedule and Leave Management designs, develops, and implements work schedules and leave policies and programs that attract, retain, and meet the work-life needs of employees in accordance with law and regulations. Develops and implements policies to administer leave and work schedules in support of agency missions and goals.

Ensures policies, programs, and human resources, payroll, and time and attendance systems support accurate and timely benefits for employees. Services include but are not limited to: Providing consulting and program management services in support of the creation of work schedules that may also include approval and recording systems that reconcile leave accrued and leave taken. Benefits Management is the process of establishing and maintaining non-wage compensations for the employees of the organization, managing the day-to-day operations of

group benefits programs and employee enrollment, processing claims, and performing benefits reconciliation. Employee benefits typically include but are not limited to medical insurance and individual retirement accounts (IRAs) Services include but are not limited to: Consulting and management support services to insure proper determination, allocation, and disbursement of employee benefits including the processing and adjudication of worker's compensation claims. Workers Compensation involves the management of claims processing under the Federal Employees' Compensation Act (FECA) pursuant to the Department of Labor, Office of Workers' Compensation Program.

Additional administrative services include providing technical and managerial assistance; monitoring hearing and appeal responses; counseling claimants in filing injury reports and establishing the essential elements of the claim; developing training programs for employees and management; developing return-to-work strategies; and claims re-validation assessments and administrative inquiries to confirm or refute suspicions or allegations of invalid claim status. Work-life Wellness and Employee Assistance Programming is the managing of organizational services that help employees work through various life challenges that may adversely affect job performance, health, and personal well-being to optimize organizational success and work-like wellness. EAP services include employee assessments, counseling, and referrals for additional services to address personal and/or work-related concerns, such as stress, financial issues, legal issues, family problems, office conflicts, and alcohol or other substance abuse. Services include but are not limited to: providing comprehensive employee assistance and related social and behavioral health counseling and readjustment services including, traditional EAP, vocational and psychosocial rehabilitation, physical/occupational/educational therapy and outpatient recovery; personal and family support, wellness coaching, psychotherapy, including homeless counseling and placement services, emergency response and social advocacy services, educational and public health program administration, service registries (employment, daycare, etc.); legal, benefit/compensation consultation in the areas of individual and family personal and financial enhancement.

524292: Separation & Retirement

This function includes conducting efficient and accurate Human Capital processing actions in support of employee separation or retirement work includes but is not limited to conducting efficient and accurate HC processing actions in support of employee separation or retirement, handling the appropriate notifications and determining the terms of the separation. Ensuring knowledge transfer occurs between the separating employee and remaining employees. This function includes the following sub-functions: Separating employees are offered transition counseling and support. This sub-function includes:

- A.6.1 Separation Counseling;
- A.6.2 Retirement planning and processing;
- A.6.3 Retirement Management.

Separations Counseling involves determining the terms, entitlements, and benefits options of separation (e.g., leave balance pay out or transfer of account, severance, pension, Temporary Continuation of Coverage, etc.) and conducting counseling activities. Services include but are not limited to providing HR Consulting services specific to retirement not otherwise offered under EAP. Also, providing outplacement support including, but are not limited to: comprehensive outplacement/career transition services in response to downsizing and reorganizing including moving personnel to new positions inside or outside of the organization and retirement assistance; training, counseling and guidance in areas such as self-assessment; knowledge, skills, and abilities (KSA) assessment; job aptitude/interest inventories; group and individual counseling; career and job workshops; resume writing; job search methods; interview and negotiation techniques; stress management; and personal financial management and job training. Retirement Planning and Processing includes retirement counseling between the HR department and the prospective retiree, retirement application processing (which includes input from the prospective retiree, HR, and payroll), the application adjudication, and the authorization of retirement payments. Services include but are not limited to: Providing professional consulting services in support of retirement planning. Retirement management includes the oversight and maintenance of the organization's retirement systems, tools, and processes, providing consulting and management support in the design and implementation of customer agency retirement protocols.

541612ER: Employee Relations

This function is the design, development, and implementation of programs to ensure mission effectiveness through employee accountability and that strive to maintain an effective employer-employee relationship that balances the agency's needs against its employees' rights. The function includes the following sub-functions:

- A.7.1 Employee Misconduct Remediation;
- A.7.2 Employee Performance Remediation;
- A.7.3 Administrative Grievances and Third-Party Proceedings;
- A.7.4 Reasonable Accommodation Programming; and
- A.7.5 Employee Suitability.

Employee Misconduct Remediation involves developing policies that outline employee conduct expectations, defining acts of misconduct, specifying the responsibilities of supervisors when handling misconduct in the workplace, establishing appropriate actions to be taken, and granting the opportunity for employees to respond to allegations. Services include but are not limited to: Performing case management; reviewing proposed correspondence for regulatory compliance; serving as an interface with legal staff, union representatives, Department of Labor (DOL), Office of Personnel Management (OPM), other appropriate outside agencies, and the appropriate internal agency activities as required. Employee Performance Remediation involves developing processes that address and define corrective actions for departures from acceptable standards of performance established for employees to successfully fulfill the job duties and responsibilities indicated in performance plans. Services include: Performing case management; reviewing

proposed correspondence for regulatory compliance; serving as an interface with legal staff, union representatives, Department of Labor (DOL), Office of Personnel Management (OPM), other appropriate outside agencies, and the appropriate internal agency activities as required. Administrative Grievances and Third-Party Proceedings refer to the processes and procedures organizations use to objectively review complaints concerning working conditions or employment decisions affecting employees not covered by a labor agreement with a union, and engagement in alternative methods of dispute resolution, as appropriate, (e.g., mediation, fact finding, ombudsman meeting, dispute panels, and facilitated discussion. Services include, but are not limited to: Providing comprehensive support in disciplinary actions as they relate to complaints, grievances, and appeals; leave administration, recognition and awards, performance management and appraisal, insurance benefits, Thrift Savings Plan, and retirements , providing guidance and assistance in completing necessary processes and documentation; providing guidance and assistance in monitoring and assessing the value of or operation of a complaint receipt systems such as an agency complaint hotline (GSA), performing case management; assisting in the review of correspondence for regulatory compliance; serving as an interface with legal staff, union representatives, Department of Labor (DOL), Office of Personnel Management (OPM), other appropriate outside agencies, and providing support to the appropriate internal agency activities as required. Reasonable Accommodations Programming support services includes, but are not limited to: Performing case management, screening or assisting in the review of proposed correspondence for regulatory compliance; serving as an interface with legal staff, union representatives, Department of Labor (DOL), Office of Personnel Management (OPM), other appropriate outside agencies, and supporting the appropriate internal agency activities as required. Employee Suitability services include but are not limited to: Assisting in determining candidate/ employee suitability based on information collected outside of the HR process or within, including interviews, skills assessment, skills testing and resume review.

541612LR: Labor Relations

This function involves the managing of the relationship between the agency and its management associations, unions, and bargaining units. This includes negotiating and administering labor contracts and collective bargaining agreements; managing negotiated grievances; and participating in negotiated third party proceedings. Includes adjudication of issues related to Disaster Relief. This function includes the following sub-functions:

- A.8.1 Labor Relations Management;
- A.8.2 Negotiated Grievances and Third-Party Proceedings;
- A.8.3 Collective Bargaining

Labor Management Relations involves managing bargaining unit recognition requests, establishing an environment and resources conducive for ongoing communication between union and management between management and non-labor organizations representing Federal employees, and ensuring union negotiations, contracts, and agreements are legal and compliant with government-wide laws, rules, and regulations. Services include but are not limited to: Performing case management; meditating and/or Alternative Dispute Resolution (ADR), as

needed; assisting a Customer Agency in the Review of correspondence for regulatory sufficiency or compliance; serving as an interface support for activities with legal staff, union representatives, Department of Labor (DOL), Office of Personnel Management (OPM), other appropriate outside agencies, and supporting appropriate internal agency activities as required. Negotiated Grievances and Third-Party Proceedings refer to the procedures and guidelines to be followed by employees, management or the union when resolving disputes or conflicts, and the provision of an appeal or third-party arbitration for any grievance not satisfactorily settled under negotiated grievance procedures.

Services include, but are not limited to: Performing case management; mediating and/or ADR, as needed; supporting management review of correspondence for Regulatory sufficiency or compliance; assisting Customer Agency management as an interface with legal staff, union representatives, Department of Labor (DOL), Office of Personnel Management (OPM), other appropriate outside agencies, and supporting appropriate internal agency activities as required; including providing paralegal and related ancillary services. Collective Bargaining involves negotiating in good faith and reaching agreements that result in written contracts governing the terms and conditions of employment for unionized employees (e.g., working hours, training, health and safety, overtime, grievance mechanisms, etc.). Services include but are not limited to: Performing case management; mediating and assisting customer agencies in the review of proposed correspondence for Regulatory sufficiency or compliance; assisting Customer Agency management as an interface with legal staff, union representatives, Department of Labor (DOL), Office of Personnel Management (OPM), other appropriate outside agencies, and supporting appropriate internal agency activities as required.

541611W: Workforce Analytics & Employee Records

This function requires the implementation of systematic, flexible, and inclusive process to review workforce and performance data, metrics, and results, to anticipate and plan for future strategic and operational requirements and to make holistically informed Human Capital Management decisions. The function includes the following sub-functions:

- A.9.1 Employee Inquiry Processing;
- A.9.2 Employee Research;
- A.9.3 Workforce and Performance Analytics;
- A.9.4 Workforce and Performance Reporting;
- A.9.5 Records Management; and
- A.9.6 Records Disclosure.

Employee Inquiry Processing refers to the process of receiving, responding to, and recording information related to employee inquiries, questions, concerns, complaints, or suggestions. Employee Research involves the use of surveys, focus groups and other data-gathering methods to reveal the attitudes, opinions and feelings of employees that could influence change within the organization. Workforce and Performance Analytics refer to an advanced set of data analysis tools and metrics that comprehensively measure workforce performance and facilitate ongoing

improvement. It includes analysis of recruitment, staffing, training and development, personnel, and compensation and benefits, as well as standard ratios such as time to fill, cost per hire, accession rate, retention rate, replacement rate, offer acceptance rate, etc. Workforce and Performance Reporting involve communicating organizational composition, resources utilization, and/or achievements data to relevant stakeholders to inform goal creation and drive positive change. Records Management involves establishing standards of accuracy, relevancy, necessity, timeliness, and completeness for personnel records, and prescribes processes for the creation, collection, processing, use, revision, and maintenance of employee data. Records Disclosure refers to the maintenance, protection, furnishing, and amendment of records within a system of records as defined by the Privacy Act of 1974 (5 U.S.C. 552a).

54161: Agency Human Capital Evaluation

This function assesses results achieved across all Human Capital Management systems and activities in support of mission goals to identify and implement improvements. This function includes the following sub-function A.10.1 Human Capital Programmatic Evaluation. Human Capital Programmatic Evaluation refers to an agency's self-assessment of its human capital strategy, services, and practices to improve its return on human capital investment, quality, efficiency, and employee satisfaction.

541611: Management & Financial Consulting, Acquisition & Grants Management Support, & Business Program & Project Management Services

Provide operating advice and assistance on administrative and management issues. Examples include: strategic and organizational planning, business process improvement, acquisition and grants management support, facilitation, surveys, assessment and improvement of financial management systems, financial reporting and analysis, due diligence in validating an agency's portfolio of assets and related support services, strategic financial planning, financial policy formulation and development, special cost studies, actuarial services, economic and regulatory analysis, benchmarking and program metrics, and business program and project management.

541612HC: Agency Human Capital Strategy, Policy & Operations

Professional services include but are not limited to development of effective human capital management strategies and enhanced policy. This Function contains the following Sub-Functions:

- A.1.1 Workforce Planning;
- A.1.2 Human Capital Strategy;
- A.1.3 Organization Design and Position Classification;
- A.1.4 Employee Engagement and Communications;
- A.1.5 Organizational Development.

Workforce Planning includes: Conducting traditional & web-based modeling and analysis of needs and future trends; and conducting human resource audits; and providing forecasting techniques using experts, workforce skills assessment, trend projection and other forecasting

methods. Human Capital Strategy includes identifying strategic HR needs, defining HR and business function roles and accountabilities, determining HR costs, Conducting both internal and external environmental scans; assisting in the development of human resources and human capital strategies and plan; researching and validating human resources policy and practices; managing current and future work force competencies; developing workforce plans; developing succession plans; managing the human resources budget; providing human resources and human capital consultative support ; and measuring and improving human resources performance. Organizational Design and Position Classification provides for HR Management Consulting, Position Classification, Integration, Change Management, Internal Placement, Succession Planning, and Internships. Providing HR Consulting, recruitment planning , workforce assessment, and assisting in the design of programs and review and integration Employee engagement and communications includes HR consulting services necessary to plan, and implementing programs and methodologies to enhance employee engagement, satisfaction, and effective communications, and improving individual and group dynamics, morale and team building, and internal and external social media utilization. Organization Development (Optimization) is a system-wide application and transfer of behavioral science knowledge to the planned development, improvement, and reinforcement of strategies, structures, and processes that lead to organization effectiveness. This function provides for HR Management Consulting, Change Management, and HR Process Improvement as well as transactional personnel actions that support Customer Agency goals.

54151HACS: Highly Adaptive Cybersecurity Services (HACS)

Includes a wide range of fields such as, the seven-step Risk Management Framework services, information assurance, virus detection, network management, situational awareness and incident response, secure web hosting, and backup, security services and, Security Operations Center (SOC) services. HACS vendors are cataloged under the 5 subcategories of High Value Asset Assessments: Risk and Vulnerability Assessments, Cyber Hunt, Incident Response, and Penetration Testing.

- i. **High Value Asset (HVA) Assessments** include Risk and Vulnerability Assessment (RVA) which assesses threats and vulnerabilities, determines deviations from acceptable configurations, enterprise, or local policy, assesses the level of risk, and develops and/or recommends appropriate mitigation countermeasures in operational and non-operational situations. The services offered in the RVA sub-category include Network Mapping, Vulnerability Scanning, Phishing Assessment, Wireless Assessment, Web Application Penetration Testing. Security Architecture Review (SAR) evaluates a subset of the agency's HVA security posture to determine whether the agency has properly architected its cybersecurity solutions and ensures that agency leadership fully understands the risks inherent in the implemented cybersecurity solution. The SAR process utilizes in-person interviews, documentation reviews, and leading practice evaluations of the HVA environment and supporting systems. SAR provides a holistic analysis of how an HVA s individual security

- component integrate and operate, including how data is protected during operations. Systems Security Engineering (SSE) identifies security vulnerabilities and minimizes or contains risks associated with these vulnerabilities spanning the Systems Development Life Cycle. SSE focuses on but is not limited to the following security areas: perimeter security, network security, endpoint security, application security, physical security, and data security.
- ii. **Risk and Vulnerability Assessment (RVA)** assesses threats and vulnerabilities, determines deviations from acceptable configurations, enterprise, or local policy, assesses the level of risk, and develops and/or recommends appropriate mitigation countermeasures in operational and non-operational situations. The services offered in the RVA sub-category include Network Mapping, Vulnerability Scanning, Phishing Assessment, Wireless Assessment, Web Application Assessment, Operating System Security Assessment (OSSA), Database Assessment, and Penetration Testing.
 - iii. **Penetration Testing** is security testing in which assessors mimic real-world attacks to identify methods for circumventing the security features of an application, system, or network.
 - iv. **Incident Response services** help organizations impacted by a cybersecurity compromise determine the extent of the incident, remove the adversary from their systems, and restore their networks to a more secure state.
 - v. **Cyber Hunt** activities respond to crises or urgent situations within the pertinent domain to mitigate immediate and potential threats. Cyber Hunts start with the premise that threat actors known to target some organizations in a specific industry or with specific systems are likely to also target other organizations in the same industry or with the same systems.

5.0 Price List

SINS	Labor Category	SEP 3, 2023 SEP 2, 2024	SEP 3, 2024 SEP 2, 2025	SEP 3, 2025 SEP 2, 2026	SEP 3, 2026 SEP 2, 2027	SEP 3, 2027 SEP 2, 2028
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541611 541612HC 54151HACS	Subject Matter Expert (SME) Level I	\$156.13	\$158.47	\$160.85	\$163.26	\$165.71
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541611 541612HC 54151HACS	Subject Matter Expert (SME) Level II	\$173.49	\$176.09	\$178.73	\$181.41	\$184.13
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541611 541612HC	Subject Matter Expert (SME) Level III	\$192.10	\$194.98	\$197.90	\$200.87	\$203.89

54151HACS						
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541611 541612HC 54151HACS	Subject Matter Expert (SME) Level IV	\$213.45	\$216.65	\$219.90	\$223.20	\$226.55
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541611 541612HC 54151HACS	Program Manager Level I	\$105.19	\$106.77	\$108.37	\$110.00	\$111.65
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541611 541612HC 54151HACS	Program Manager Level II	\$123.71	\$125.57	\$127.45	\$129.36	\$131.30
56131 611430TD 541612EPM	Program Manager Level III	\$133.15	\$135.15	\$137.18	\$139.23	\$141.32

541214HR 524292 541612ER 541612LR 541611W 54161 541611 541612HC 54151HACS						
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541611 541612HC 54151HACS	Systems Analyst Level I	\$81.03	\$82.24	\$83.48	\$84.73	\$86.00
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541611 541612HC 54151HACS	Systems Analyst Level II	\$95.12	\$96.55	\$97.99	\$99.46	\$100.96
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR	Systems Analyst Level III	\$108.90	\$110.54	\$112.20	\$113.88	\$115.59

541611W 54161 541611 541612HC 54151HACS						
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541611 541612HC 54151HACS	Configuration Management Analyst Level I	\$83.97	\$85.23	\$86.51	\$87.81	\$89.12
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541611 541612HC 54151HACS	Configuration Management Analyst Level II	\$98.04	\$99.51	\$101.01	\$102.52	\$104.06
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541611 541612HC	Configuration Management Analyst Level III	\$114.71	\$116.43	\$118.18	\$119.95	\$121.75

54151HACS						
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541612HC	Recruiting Specialist Level I	\$79.80	\$81.00	\$82.21	\$83.44	\$84.70
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541612HC	Recruiting Specialist Level II	\$86.97	\$88.27	\$89.60	\$90.94	\$92.30
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541612HC	Recruiting Specialist Level III	\$111.14	\$112.81	\$114.50	\$116.22	\$117.96
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541612HC	Staffing Specialist Level I	\$88.94	\$90.28	\$91.63	\$93.00	\$94.40

541612HC						
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541612HC	Staffing Specialist Level II	\$116.68	\$118.43	\$120.20	\$122.01	\$123.84
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541612HC	Staffing Specialist Level III	\$130.82	\$132.78	\$134.77	\$136.80	\$138.85
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541612HC	Position Classifications Specialist Level I	\$93.86	\$95.27	\$96.70	\$98.15	\$99.62
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541612HC	Position Classifications Specialist Level II	\$117.91	\$119.68	\$121.48	\$123.30	\$125.15

541612HC						
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541612HC	Position Classifications Specialist Level III	\$130.82	\$132.78	\$134.77	\$136.80	\$138.85
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541612HC	Benefits Specialist Level I	\$95.83	\$97.27	\$98.73	\$100.21	\$101.72
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541612HC	Benefits Specialist Level II	\$111.54	\$113.22	\$114.91	\$116.64	\$118.39
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541612HC	Benefits Specialist Level III	\$127.49	\$129.40	\$131.34	\$133.31	\$135.31

541612HC						
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541612HC	Personnel Actions Level I	\$76.56	\$77.71	\$78.87	\$80.05	\$81.25
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541612HC	Personnel Actions Level II	\$84.99	\$86.27	\$87.56	\$88.88	\$90.21
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541612HC	Personnel Actions Level III	\$96.65	\$98.10	\$99.57	\$101.07	\$102.58
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541612HC	Employee & Labor Relations Level I	\$101.84	\$103.37	\$104.92	\$106.49	\$108.09

541612HC						
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541612HC	Employee & Labor Relations Level II	\$116.99	\$118.75	\$120.53	\$122.34	\$124.17
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541612HC	Employee & Labor Relations Level III	\$127.88	\$129.80	\$131.75	\$133.73	\$135.73
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541612HC	Human Resource Assistant Level I	\$41.51	\$42.13	\$42.76	\$43.41	\$44.06
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541612HC	Human Resource Assistant Level II	\$49.26	\$50.00	\$50.75	\$51.51	\$52.28

541612HC						
56131 611430TD 541612EPM 541214HR 524292 541612ER 541612LR 541611W 54161 541612HC	Human Resource Assistant Level III	\$55.90	\$56.74	\$57.59	\$58.45	\$59.33
54151HACS	Risk/Vulnerability Threat Analyst I	\$91.96	\$93.34	\$94.74	\$96.16	\$97.60
54151HACS	Risk/Vulnerability Threat Analyst II	\$131.04	\$133.01	\$135.01	\$137.03	\$139.09
54151HACS	Risk/Vulnerability Threat Analyst III	\$168.67	\$171.20	\$173.77	\$176.37	\$179.02
54151HACS	Risk/Vulnerability Threat Analyst IV	\$226.72	\$230.12	\$233.57	\$237.07	\$240.63
54151HACS	Cyber Security Specialist/Cyber Analyst/Cyber Operator I	\$97.55	\$99.02	\$100.50	\$102.01	\$103.54
54151HACS	Cyber Security Specialist/Cyber Analyst/Cyber Operator II	\$130.70	\$132.66	\$134.65	\$136.67	\$138.72
54151HACS	Cyber Security Specialist/Cyber Analyst/Cyber Operator III	\$159.30	\$161.69	\$164.12	\$166.58	\$169.08
54151HACS	Cyber Security Engineer I	\$108.86	\$110.50	\$112.15	\$113.84	\$115.54
54151HACS	Cyber Security Engineer II	\$149.57	\$151.81	\$154.09	\$156.40	\$158.74
54151HACS	Cyber Security Engineer III	\$191.16	\$194.02	\$196.94	\$199.89	\$202.89
54151HACS	Cyber Hunt I	\$106.64	\$108.24	\$109.87	\$111.52	\$113.19
54151HACS	Cyber Hunt II	\$120.44	\$122.25	\$124.08	\$125.94	\$127.83
54151HACS	Cyber Hunt III	\$171.07	\$173.64	\$176.24	\$178.89	\$181.57
54151HACS	Incident Response Analyst I	\$95.65	\$97.09	\$98.54	\$100.02	\$101.52
54151HACS	Incident Response Analyst II	\$121.86	\$123.69	\$125.54	\$127.43	\$129.34
54151HACS	Incident Response Analyst III	\$143.37	\$145.52	\$147.70	\$149.92	\$152.17

6.0 Labor Category Descriptions

6.1 SME LEVEL I

SME Level I possess at least 5 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Qualifications: Bachelor's Degree in Program Management, Business Administration, or related field. SME Level I have overall accountability for Global Architectures, Transformation Strategy, Organization Roadmaps and analysis of clients Domains and Line of Business (LoB). SME Level I are responsible for product delivery of client engagements; performs independent quality assurance reviews of program performance and deliverables to ensure that contractual obligations are being met. SME Level I are also recognized experts in the areas of business process redesign, technical architecture, organizational change, or specific industries. They lend thought leadership to engagement teams in developing creative solutions to client business problems.

6.2 SME LEVEL II

SME Level II possess at least 8 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Qualifications: Bachelor's Degree in Program Management, Business Administration, or related field. SME Level II has overall accountability for Global Architectures, Transformation Strategy, Organization Roadmaps and analysis of clients Domains and Line of Business (LoB). SME Level II are responsible for product delivery of client engagements; performs independent quality assurance reviews of program performance and deliverables to ensure that contractual obligations are being met. SME Level II are also recognized experts in the areas of business process redesign, technical architecture, organizational change, or specific industries. They lend thought leadership to engagement teams in developing creative solutions to client business problems.

6.3 SME LEVEL III

SME Level III possess at least 12 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Qualifications: Bachelor's or master's degree in Program Management, Business Administration, or related field. SME Level III has overall accountability for Global Architectures, Transformation Strategy, Organization Roadmaps and analysis of clients Domains and Line of Business (LoB). SME Level III are responsible for product delivery of client engagements; performs independent quality assurance reviews of program performance and deliverables to ensure that contractual obligations are being met. SME Level III are also recognized experts in the areas of business process redesign, technical architecture, organizational change, or specific industries. They lend thought leadership to engagement teams in developing creative solutions to client business problems.

6.4 SME LEVEL IV

SME Level IV possess at least 15 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.

Qualifications: Bachelor's or master's degree in Program Management, Business Administration, or related field. SME Level IV has overall accountability for Global Architectures, Transformation Strategy, Organization Roadmaps and analysis of clients Domains and Line of Business (LoB). SME Level IV are responsible for product delivery of client engagements; performs independent quality assurance reviews of program performance and deliverables to ensure that contractual obligations are being met. SME Level IV are also recognized experts in the areas of business process redesign, technical architecture, organizational change, or specific industries. They lend thought leadership to engagement teams in developing creative solutions to client business problems.

6.5 Program Manager Level I

Performs a variety of senior level management functions in support of multiple projects. Functional duties primarily are to plan, direct, organize, control, and coordinate technical efforts, contractor manpower and project team activities. Includes areas of administration, program control, and technical supervision. Makes recommendations to the government Project Director for the resolution of divergent viewpoints and inputs to critical decisions resulting from unseen situations which may develop during the life of the delivery order. Establishes processes and procedures to facilitate the program management and task accomplishment. Defines the standards for quality and timeliness and assessing results in terms of schedule, cost, and risk involved.

Qualifications: A Bachelor's Degree and at least 3 to 5 years of directly related Program Management and managing complex programs, or policy analysis/research, or consulting disciplines. Proven prior experience in leading broad organizational, management, program, policy or operational, or research projects requiring skillful planning, oversight, coordination, client interface and detailed knowledge of the subject matter and technical issues associated with the project.

6.6 Program Manager Level II

Performs a variety of senior level management functions in support of multiple projects. Functional duties primarily are to plan, direct, organize, control, and coordinate technical efforts, contractor manpower and project team activities. Includes areas of administration, program control, and technical supervision. Makes recommendations to the government Project Director for the resolution of divergent viewpoints and inputs to critical decisions resulting from unseen situations which may develop during the life of the delivery order. Establishes processes and procedures to facilitate the program management and task accomplishment. Defines the standards for quality and timeliness and assessing results in terms of schedule, cost, and risk involved.

Qualifications: A Bachelor's Degree and at least 5 to 10 years of directly related Program Management and managing complex programs, or policy analysis/research, or consulting disciplines. Proven prior experience in leading broad organizational, management, program, policy or operational, or research projects requiring skillful planning, oversight, coordination, client interface and detailed knowledge of the subject matter and technical issues associated with the project.

6.7 Program Manager Level III

Performs a variety of senior level management functions in support of multiple projects. Functional duties primarily are to plan, direct, organize, control, and coordinate technical efforts, contractor manpower and project team activities. Includes areas of administration, program control, and technical supervision. Makes recommendations to the government Project Director for the resolution of divergent viewpoints and inputs to critical decisions resulting from unseen situations which may develop during the life of the delivery order. Establishes processes and procedures to facilitate the program management and task accomplishment. Defines the standards for quality and timeliness and assessing results in terms of schedule, cost, and risk involved. Develops programs based upon a comprehensive analysis of the requirements. Ensures that all personnel assigned to a task meet government qualification standards and receive necessary training. Reviews subcontractor deliverables and invoices and approves for payment. Approves invoices being submitted to the government.

Qualifications: A Bachelor's or Master's degree and more than 10 years of directly related Program Management and managing complex programs, or policy analysis/research, or consulting disciplines. Proven prior experience in leading broad organizational, management, program, policy or operational, or research projects requiring skillful planning, oversight, coordination, client interface and detailed knowledge of the subject matter and technical issues associated with the project.

6.8 Systems Analyst Level I

Performs the following duties: designs, analyzes, and programs user-generated projects by analyzing and clarifying data requirements and needs; evaluate, program, convert, and manage integration of business disciplines and information systems. Recommends modifications to existing programs to increase operating efficiency and/or adapt to new requirements; work in collaboration with user department personnel and the Information Services Department; instruct personnel in procedures of applications; train user department personnel as needed; assist staff members as needed and perform other related duties as required.

Qualifications: Associates or Bachelor's degree in Business Management or related field and 3 to 5 years' experience as a Systems Analyst or an equivalent combination of job-related education/experience [substituting each one year of post-secondary education/training for six months of experience].

6.9 Systems Analyst Level II

Performs the following duties: designs, analyzes, and programs user-generated projects by analyzing and clarifying data requirements and needs; evaluate, program, convert, and manage integration of business disciplines and information systems. Recommends modifications to existing programs to increase operating efficiency and/or adapt to new requirements; work in collaboration with user department personnel and the Information Services Department; instruct personnel in procedures of applications; train user department personnel as needed; assist staff members as needed and perform other related duties as required.

Qualifications: Bachelor's degree in Business Management or related field and 5 to 10 years' experience as a Systems Analyst or an equivalent combination of job-related education/experience [substituting each one year of post-secondary education/training for six months of experience].

6.10 Systems Analyst Level III

Performs the following duties: designs, analyzes, and programs user-generated projects by analyzing and clarifying data requirements and needs; evaluate, program, convert, and manage integration of business disciplines and information systems. Recommends modifications to existing programs to increase operating efficiency and/or adapt to new requirements; work in collaboration with user department personnel and the Information Services Department; instruct personnel in procedures of applications; train user department personnel as needed; assist staff members as needed and perform other related duties as required.

Qualifications: Must have a Bachelor's or Master's degree in business management or related field and more than 10 years' experience as a Systems Analyst or an equivalent combination of job-related education/experience [substituting each one year of post-secondary education/training for six months of experience].

6.11 Configuration Management Analyst Level I

Provides expert analyst support and accounts for configuration management issues associated with maintaining and controlling disciplines and change management, documentation, Laws and Regulations changes. Responsible for maintaining configuration items. Works closely with the Executives, Program Manager and Configuration Control Board in defining and implementing procedures for releasing new policies in planning throughout the entire life cycle. Provides change management and product configuration management guidance.

Qualifications: Associates or Bachelor's degree in Business Management or related field and 3 to 5 years' experience as a Configuration Management professional.

6.12 Configuration Management Analyst Level II

Provides expert analyst support and accounts for configuration management issues associated with maintaining and controlling disciplines and change management, documentation, Laws and Regulations changes. Responsible for maintaining configuration items. Works closely with the Executives, Program Manager and Configuration Control Board in defining and implementing

procedures for releasing new policies in planning throughout the entire life cycle. Provides change management and product configuration management guidance.

Qualifications: Bachelor's degree in Business Management or related field and 5 to 10 years' experience as a Configuration Management professional.

6.12 Configuration Management Analyst Level III

Provides expert analyst support and accounts for configuration management issues associated with maintaining and controlling disciplines and change management, documentation, Laws and Regulations changes. Responsible for maintaining configuration items. Works closely with the Executives, Program Manager and Configuration Control Board in defining and implementing procedures for releasing new policies in planning throughout the entire life cycle. Provides change management and product configuration management guidance.

Qualifications: Must have a Master's degree in Business Management or related field and more than 10 years' experience as a Configuration Management professional.

6.13 Position Classification Specialist Level I

Provides support to Federal agencies in carrying out their position classification/management and/or compensation responsibilities. For example: Provides technical support to agencies in exercising their authority to conduct occupational or job analysis studies and may be assigned to provide classification service for groups of organizations within the agency. Responsibilities include analysis and the rendering of advisory opinions on classification of a wide variety of positions, and development of recommendations for new or revised classification titles, series of positions. Assignments involve working with reorganizations, realignments or the need to classify positions where there is little classification and pay precedent. Duties require the exercise of judgment in the application of classification theory, principles and methods and the ability to deal tactfully with officials in departments and agencies. Receives and reviews a variety of classification requests; discusses duties and responsibilities of positions under review by field audit; advises officials of alignment effects of given classification requests on other positions, overlapping functions or organizational relationship problems; prepares audit reports with recommendations for appropriate action. Performs a variety of assignments of a comprehensive nature relating to classification or pay; also performs studies and analyses with responsibility for providing recommendations for final action and verbal presentation of findings to officials.

Qualifications: An Associate's or Bachelor's degree and at least two 2 to 5 years of position classification/management and/or compensation experience for the Federal government performing the foregoing types of functions. An additional three years of related position classification or similar experience in the public or private sector may be substituted for the Bachelor's degree.

6.14 Position Classification Specialist Level II

Provides support to Federal agencies in carrying out their position classification/management and/or compensation responsibilities. For example: Provides technical support to agencies in

exercising their authority to conduct occupational or job analysis studies and may be assigned to provide classification service for groups of organizations within the agency. Responsibilities include analysis and the rendering of advisory opinions on classification of a wide variety of positions, and development of recommendations for new or revised classification titles, series of positions. Assignments involve working with reorganizations, realignments or the need to classify positions where there is little classification and pay precedent. Duties require the exercise of judgment in the application of classification theory, principles and methods and the ability to deal tactfully with officials in departments and agencies. Receives and reviews a variety of classification requests; discusses duties and responsibilities of positions under review by field audit; advises officials of alignment effects of given classification requests on other positions, overlapping functions or organizational relationship problems; prepares audit reports with recommendations for appropriate action. Performs a variety of assignments of a comprehensive nature relating to classification or pay; also performs studies and analyses with responsibility for providing recommendations for final action and verbal presentation of findings to officials.

Qualifications: A Bachelor's degree and at least 5 to 10 years of position classification/management and/or compensation experience for the Federal government performing the foregoing types of functions. An additional three years of related position classification or similar experience in the public or private sector may be substituted for the Bachelor's degree.

6.15 Position Classification Specialist Level III

Provides expert advice to Federal agencies on a full range of position classification/management and/or compensation issues, many of which are of a highly complex nature. Provides expert assistance to Federal agencies in carrying out their authority to classify and manage positions. The Senior Specialist maybe responsible for performing a variety of more difficult and complex assignments in various phases of position classification and/or compensation administration. May conduct special occupational or job analysis studies. Responsibilities include analysis recommendations for classification of a wide variety of positions, and development of recommendations for new or revised classification titles, series of positions. Assignments involve working with the more complex and dynamic organizations in terms of reorganizations, realignments or the need to classify positions where there is little classification and pay precedent. Duties require the exercise of considerable judgment in the application of classification theory, principles and methods and the ability to deal tactfully with officials in departments and agencies. Receives and reviews a variety of the more complex and difficult classification requests; discusses duties and responsibilities of positions under review by field audit; advises departmental officials of alignment effects of given classification requests on other positions, overlapping functions or organizational relationship problems; prepares audit reports with recommendations for appropriate action. Performs a variety of special assignments of a comprehensive nature relating to classification or pay; also performs detailed studies and analyses that are complex in nature with responsibility for providing recommendations for final action and verbal presentation of findings to departmental officials.

Qualifications: A Bachelor's or Master's degree and at least 10 years of directly related progressively responsible and in-depth Federal position classification/management and/or compensation experience performing the foregoing types of functions. An additional four years of directly related Federal position classification or similar experience may be substituted for the Bachelor's degree.

6.16 Recruiting Specialist Level I

Provides assistance to clients in carrying out their authority to recruit – i.e., assist agencies in conducting job searches, developing assessment criteria and structured interview (behavioral interview) questions for use by agency officials. Applies skills and knowledge of Federal HR to administer HR processes in recruitment. Provides HR process services and interacts with clients to assist with recruitment techniques to identify well qualified candidates. Develops action plans that include writing and placing of advertisements in professional journals, national newspapers and on professional web sites; posting positions on USAJOBS; mining association data bases; and, planning, coordinating and conducting outreach activities at Association Meetings/Conferences and Job Fairs. For example, may be asked to perform some of the following tasks: prepares HR reports or analytics; responds to technical questions received via phone or email. Evaluates employment factors such as job experience, education and training, skills, knowledge and abilities, physical and personal qualifications, and other data pertinent to classification, selection, and referral. May check references, extend formal job offers, work with outside agencies and vendors, etc.

Qualifications: An Associate's or Bachelor's degree and at least 1 to 3 years of directly related progressively responsible and in-depth recruitment experience performing the foregoing types of functions. An additional three years of directly related Federal staffing or similar experience may be substituted for the Bachelor's degree.

6.17 Recruiting Specialist Level II

Provides assistance to clients in carrying out their authority to recruit – i.e., assist agencies in conducting job searches, developing assessment criteria and structured interview (behavioral interview) questions for use by agency officials. Applies skills and knowledge of Federal HR to administer HR processes in recruitment. Provides HR process services and interacts with clients to assist with recruitment techniques to identify well qualified candidates. Develops action plans that include writing and placing of advertisements in professional journals, national newspapers and on professional web sites; posting positions on USAJOBS; mining association data bases; and, planning, coordinating and conducting outreach activities at Association Meetings/Conferences and Job Fairs. For example, may be asked to perform some of the following tasks: prepares HR reports or analytics; responds to technical questions received via phone or email. Evaluates employment factors such as job experience, education and training, skills, knowledge and abilities, physical and personal qualifications, and other data pertinent to classification, selection, and referral. May check references, extend formal job offers, work with outside agencies and vendors, etc.

Qualifications: A Bachelor's degree and at least 3 to 5 years of directly related progressively responsible and in-depth recruitment experience performing the foregoing types of functions. An additional three years of directly related Federal staffing or similar experience may be substituted for the Bachelor's degree.

6.18 Recruiting Specialist Level III

Provides expert advice to Federal agencies on a full range of Recruitment issues and assists in carrying out their authority to recruit – i.e., conducts job searches, and structured interview (behavioral interview) questions for use by agency officials. Applies advanced skills and knowledge of Federal HR business processes to administer HR processes in recruitment. Provides HR process services and interacts with recruitment techniques to identify well qualified candidates. Develops action plans that include writing and placing of advertisements in professional journals, national newspapers and on professional web sites; posting positions on USAJOBS; mining association data bases; and, planning, coordinating and conducting outreach activities at Association Meetings/Conferences and Job Fairs. May check references, extend formal job offers, work with outside agencies and vendors, etc. Senior Recruitment evaluate employment factors such as job experience, education and training, skills, knowledge and abilities, physical and personal qualifications, and other data pertinent to classification, selection, and referral.

Qualifications: A Bachelor's or Master's degree and at least 10 years of directly related progressively responsible and in-depth recruitment experience performing the foregoing types of functions. An additional four years of directly related Federal staffing or similar experience may be substituted for the Bachelor's degree.

6.19 Benefits Specialist Level I

Assists clients in carrying out employee benefits functions. Provide support to Federal agencies with administering retirement/benefits; provide management, administration and oversight of a progressive and comprehensive program that incorporates federal employee benefits, retirement, work-life programs. Prepares retirement estimates to include calculating estimated annuity based on the employee projected retirement date; review of the employee OPF; counsels employees on Social Security retirement offsets, retirement annuity, associated benefits, annual and sick leave; and assists employee with preparing the package. Provide employees and/or their survivors with definitive answers involving complex benefits questions on the Civil Service Retirement System (CSRS), CSRS Offset and Federal Employees' Retirement System (FERS), Thrift Savings Plan (TSP), Federal Employees Health Benefits Program (FEHB), and Federal Employees Group Life Insurance (FEGLI). Prepares and conduct benefits orientation briefings.

Qualifications: An Associate's or Bachelor's degree and 1 to 3 years of related employee relations/benefits or similar experience for the Federal government performing the foregoing functions. An additional three years of related employee relations and benefits or similar experience in the public or private sector may be substituted for the Bachelor's degree.

6.20 Benefits Specialist Level II

Assists clients in carrying out employee benefits functions. Provide support to Federal agencies with administering retirement/benefits; provide management, administration and oversight of a progressive and comprehensive program that incorporates federal employee benefits, retirement, work-life programs. Prepares retirement estimates to include calculating estimated annuity based on the employee projected retirement date; review of the employee OPF; counsels employees on Social Security retirement offsets, retirement annuity, associated benefits, annual and sick leave; and assists employee with preparing the package. Provide employees and/or their survivors with definitive answers involving complex benefits questions on the Civil Service Retirement System (CSRS), CSRS Offset and Federal Employees' Retirement System (FERS), Thrift Savings Plan (TSP), Federal Employees Health Benefits Program (FEHB), and Federal Employees Group Life Insurance (FEGLI). Prepares and conduct benefits orientation briefings.

Qualifications: A Bachelor's degree and 3 to 5 years of related employee relations/benefits or similar experience for the Federal government performing the foregoing functions. An additional three years of related employee relations and benefits or similar experience in the public or private sector may be substituted for the Bachelor's degree.

6.21 Benefits Specialist Level III

Provides expert assistance to Federal agencies in carrying out their authority in the area of employee benefits. Recognized expert on a full range of Employee benefits actions that provides support to the organization. Provide expertise oversight and support to Federal agencies with administering retirement/benefits; provide management and administration of a progressive and comprehensive program that incorporates federal employee benefits, retirement, work life programs, life insurance, thrift savings plan, performance appraisals, and leave related issues such as the Voluntary Leave Transfer Program (VLTP), the Family Friendly Leave Act, etc. May identify problems and trends in retirement and benefits; Provides support for incentive awards and performance appraisal programs. Provide employees and/or their survivors with definitive answers involving complex benefits questions on the Civil Service Retirement System (CSRS), CSRS Offset and Federal Employees' Retirement System (FERS), Thrift Savings Plan (TSP), Federal Employees Health Benefits Program (FEHB), and Federal Employees Group Life Insurance (FEGLI). Provides independent support with data entry, complete forms, and prepare a variety of reports using a personal computer and office automation software; develop retirement estimates and process retirement actions. Prepares and conducts benefits orientation briefings.

Qualifications: A Bachelor's Master's degree and at least 10 years of directly related progressively responsible and in-depth knowledge of Federal employee benefits or similar experience performing the foregoing types of functions. An additional four years of directly related Federal benefits or similar experience may be substituted for the Bachelor's degree.

6.22 Staffing Specialist Level I

Provides assistance to clients in carrying out their authority staff – i.e., creates and post vacancy announcement, develops crediting plans, rate and rank applications or take other actions that address the filling of positions from either internal or external sources. Applies skills and

knowledge of Federal HR to administer HR processes in staffing. Provides HR process services and interacts with clients to provide HR advisory assistance with Federal HR policy and operations. For example, may be asked to perform some of the following tasks: performs job analysis, develops crediting plans and recruitment plans; develops or interprets HR policy or guidance; prepares HR reports or analytics; responds to technical questions received via phone or email. Evaluates employment factors such as job experience, education and training, skills, knowledge and abilities, physical and personal qualifications, and other data pertinent to classification, selection, and referral. Prepares rating on applicants and provides applicants with information as needed. May check references, extend formal job offers, etc.

Qualifications: An Associate's or Bachelor's degree and at 1 to 3 years of directly related progressively responsible and in-depth Federal staffing and recruitment experience performing the foregoing types of functions. An additional three years of directly related Federal staffing or similar experience may be substituted for the Bachelor's degree.

6.23 Staffing Specialist Level II

Provides assistance to clients in carrying out their authority staff – i.e., creates and post vacancy announcement, develops crediting plans, rate and rank applications or take other actions that address the filling of positions from either internal or external sources. Applies skills and knowledge of Federal HR to administer HR processes in staffing. Provides HR process services and interacts with clients to provide HR advisory assistance with Federal HR policy and operations. For example, may be asked to perform some of the following tasks: performs job analysis, develops crediting plans and recruitment plans; develops or interprets HR policy or guidance; prepares HR reports or analytics; responds to technical questions received via phone or email. Evaluates employment factors such as job experience, education and training, skills, knowledge and abilities, physical and personal qualifications, and other data pertinent to classification, selection, and referral. Prepares rating on applicants and provides applicants with information as needed. May check references, extend formal job offers, etc.

Qualifications: A Bachelor's degree and at least 3 to 5 years of directly related progressively responsible and in-depth Federal staffing and recruitment experience performing the foregoing types of functions. An additional three years of directly related Federal staffing or similar experience may be substituted for the Bachelor's degree.

6.24 Staffing Specialist Level III

Provides expert advice to Federal agencies on a full range of Staffing and Internal Placement issues and assist in carrying out their authority to Staff – i.e., develops and post vacancy announcements, develops crediting plans, rate and rank applications or take other actions that address the filling of positions from either internal or external sources. Applies advanced skills and knowledge of Federal HR business processes to administer HR processes in staffing. Provides HR process services and interacts with clients to provide HR advisory services to Federal HR policy and operations. Manages internal placement programs which include merit promotion, reassignment, temporary promotion, transfer of function, change to lower grade, reduction-in force, etc. For example, may be asked to perform some or all of the following tasks:

performs job analysis, develops crediting plans and recruitment plans; develops or interprets HR policy or guidance; prepares HR reports or analytics; responds to technical questions received via phone or email. Prepares rating on applicants and provides applicants with information as needed. May check references, extend formal job offers, etc. Senior Staffing Specialists evaluate employment factors such as job experience, education and training, skills, knowledge and abilities, physical and personal qualifications, and other data pertinent to classification, selection, and referral.

Qualifications: A Bachelor's degree and at least 10 years of directly related progressively responsible and in-depth Federal staffing and recruitment experience performing the foregoing types of functions. An additional four years of directly related Federal staffing or similar experience may be substituted for the Bachelor's degree.

6.25 Personnel Action Specialist Level I

Provides technical assistance and/or support to HR or other administrative professionals in one or more functional areas of human resources (e.g., HR planning, recruitment/staffing, position classification, employee relations, outplacement, HR reviews, etc.). For example: In the recruitment and staffing area may provide intake support such as logging requests for recruitment action searching files for existing relevant materials, developing announcements, rating and ranking applications, preparing certificates etc. for routine occupations and positions, preparing/updating SF50, SF52 and other related documents. Also, may assist in conducting and/or performing duties in the review of OPFs, development and review of eOPFSs and in processing personnel actions. In the classification area may perform classification support or technician support work for routine positions such as technical and clerical positions, completes OF-8s and other documentary evidence, maintains classification files and assists consultants in the performance of their duties. In the employee relations area may perform technical support work through the establishment, maintenance and retrieval of employee relations case files and materials, update case tracking logs, and/or perform routine internet or other research to support employee relations specialists.

Qualifications: An Associate's or Bachelor's degree and at least 1 to 3 years of experience in areas such as staffing, classification, HR records management or employee benefits, in addition to working knowledge of office support hardware and software and document preparation.

6.26 Personnel Action Specialist Level II

Provides technical assistance and/or support to HR or other administrative professionals in one or more functional areas of human resources (e.g., HR planning, recruitment/staffing, position classification, employee relations, outplacement, HR reviews, etc.). For example: In the recruitment and staffing area may provide intake support such as logging requests for recruitment action searching files for existing relevant materials, developing announcements, rating and ranking applications, preparing certificates etc. for routine occupations and positions, preparing/updating SF50, SF52 and other related documents. Also, may assist in conducting and/or performing duties in the review of OPFs, development and review of eOPFSs and in processing personnel actions. In the classification area may perform classification support or

technician support work for routine positions such as technical and clerical positions, completes OF-8s and other documentary evidence, maintains classification files and assists consultants in the performance of their duties. In the employee relations area may perform technical support work through the establishment, maintenance and retrieval of employee relations case files and materials, update case tracking logs, and/or perform routine internet or other research to support employee relations specialists.

Qualifications: An Associates or Bachelor's degree and at least 3 to 5 years of experience in areas such as staffing, classification, HR records management or employee benefits, in addition to working knowledge of office support hardware and software and document preparation.

6.27 Personnel Action Specialist Level III

Provides expert technical assistance and/or support to HR or other administrative professionals in one or more functional areas of human resources (e.g., HR planning, recruitment/staffing, position classification, employee relations, outplacement, HR reviews, etc.). For example: In the recruitment and staffing area may provide intake support such as logging requests for recruitment action searching files for existing relevant materials, developing announcements, rating and ranking applications, preparing certificates etc. for routine occupations and positions, preparing/updating SF50, SF52 and other related documents.

Also, may assist in conducting and/or performing duties in the review of OPFs, development and review of eOPFSs and in processing personnel actions. In the classification area may perform classification support or technician support work for routine positions such as technical and clerical positions, completes OF-8s and other documentary evidence, maintains classification files and assists consultants in the performance of their duties. In the employee relations area may perform technical support work through the establishment, maintenance and retrieval of employee relations case files and materials, update case tracking logs, and/or perform routine internet or other research to support employee relations specialists.

Qualifications: An Associate's or Bachelor's degree and at least 6 years of experience in areas such staffing, classification, HR records management or employee benefits, in addition to working knowledge of office support hardware and software and document preparation. An additional three years of related or similar experience in the public or private sector may be substituted for the Bachelor's degree.

6.28 Employee & Labor Relations Specialist Level I

Provides employee labor relations (ELR) services across all disciplines and organization. The Jr. ELR Specialist will have 1-3 years' experience and provides advice and assistance in the areas of complex conduct and discipline issues; administers employee relations programs, functions, and in-house training; ensures work performance conforms to established policies. Investigates problems, including disciplinary actions and working conditions; provides guidance and recommendations for problem resolution. Assists employees and management in resolution of work-related conflicts; provides recommendations for solutions. Provides information to employees regarding government/agency rules, regulation, and procedures. Prepares reports;

gathers information; provides trends analysis; monitors compliance. Maintains and updates personnel benefits records.

Minimum Education: Associate degree or equivalent experience.

6.29 Employee & Labor Relations Specialist Level II

Provides employee labor relations (ELR) services across all disciplines and organization. The Mid. ELR Specialist will have 3-5 years' experience and provides advice and assistance in the areas of complex conduct and discipline issues; administers employee relations programs, functions, and in-house training; ensures work performance conforms to established policies. Investigates problems, including disciplinary actions and working conditions; provides guidance and recommendations for problem resolution. Assists employees and management in resolution of work-related conflicts; provides recommendations for solutions. Provides information to employees regarding government/agency rules, regulation, and procedures. Prepares reports; gathers information; provides trends analysis; monitors compliance. Maintains and updates personnel benefits records.

Minimum Education: Bachelor's Degree or equivalent experience

6.30 Employee & Labor Relations Specialist Level III

Provides employee labor relations (ELR) services across all disciplines and organization. The Sr. ELR Specialist will have 8-10 years' experience and provides advice and assistance in the areas of complex conduct and discipline issues; administers employee relations programs, functions, and in-house training; ensures work performance conforms to established policies. Investigates problems, including disciplinary actions and working conditions; provides guidance and recommendations for problem resolution. Assists employees and management in resolution of work-related conflicts; provides recommendations for solutions. Provides information to employees regarding government/agency rules, regulation, and procedures. Prepares reports; gathers information; provides trends analysis; monitors compliance. Maintains and updates personnel benefits records.

Minimum Education: Bachelor's Degree or equivalent experience.

6.31 Human Resource Assistant Level I

Provides advanced office support. The Human Resource Assistant will have 0-2 years' experience and plans and organizes administrative operations, assists with program planning and development. Creates and manages documentation in electronic and hard copy formats. Prepares required reports; arranges travel for staff; assembles material for meetings; orders supply, develops spreadsheets and reports to track budgets, expenditures. Provides formatting and editing for reports, proposals, and presentations. Maintains departmental calendar, schedules meetings and training and administrative duties.

Minimum Education. High School Equivalency or Associates Degree in Human Resources, Business or related field or equivalent experience.

6.32 Human Resource Assistant Level II

Provides advanced office support. The Mid. Human Resource Assistant will have 1-3 years' experience and plans and organizes administrative operations, assists with program planning and development. Creates and manages documentation in electronic and hard copy formats. Prepares required reports; arranges travel for staff; assembles material for meetings; orders supply, develops spreadsheets and reports to track budgets, expenditures. Provides formatting and editing for reports, proposals, and presentations. Maintains departmental calendar, schedules meetings and training and administrative duties.

Minimum Education. Associates Degree or BA/BS degree in Human Resources, Business or related field or equivalent experience.

6.33 Human Resource Assistant Level III

Provides advanced office support. The Sr. Human Resource Assistant will have 3-5 years' experience and plans and organizes administrative operations, assists with program planning and development. Creates and manages documentation in electronic and hard copy formats. Prepares required reports; arranges travel for staff; assembles material for meetings; orders supply, develops spreadsheets and reports to track budgets, expenditures. Provides formatting and editing for reports, proposals, and presentations. Maintains departmental calendar, schedules meetings and training and administrative duties.

Minimum Education. Associates Degree or BA/BS degree in Human Resources, Business or related field or equivalent experience.

NEW HACS SIN LABOR CATEGORIES

6.34 Risk/Vulnerability Threat Analyst I

The Risk/Vulnerability Threat Analyst will have 2 years' experience and lead data gathering, research, and analysis while conducting threat, vulnerability, risk, and maturity assessments. Applies critical thinking, conduct gap analysis, develops and implements plans for the improvement of the risk management-related program and contribute to constant innovation and improvement.

Minimum Education. AA degree in Computer Science, Information Systems or related field or equivalent experience.

6.35 Risk/Vulnerability Threat Analyst II

The Risk/Vulnerability Analyst will have 4 years' experience and lead data gathering, research, and analysis while conducting threat, vulnerability, risk, and maturity assessments. Applies critical thinking, conduct gap analysis, develops and implements plans for the improvement of the risk management-related program and contribute to constant innovation and improvement.

Minimum Education. BS degree in Computer Science, Information Systems or related field or equivalent experience.

6.36 Risk/Vulnerability Threat Analyst III

The Risk/Vulnerability Analyst will have 8 years' experience and lead data gathering, research, and analysis while conducting threat, vulnerability, risk, and maturity assessments. Applies critical thinking, conduct gap analysis, develops and implements plans for the improvement of the risk management-related program and contribute to constant innovation and improvement.

Minimum Education. BS degree in Computer Science, Information Systems or related field or equivalent experience.

6.37 Risk/Vulnerability Threat Analyst IV

The Risk/Vulnerability Analyst will have 12 years' experience and lead data gathering, research, and analysis while conducting threat, vulnerability, risk, and maturity assessments. Applies critical thinking, conduct gap analysis, develops and implements plans for the improvement of the risk management-related program and contribute to constant innovation and improvement.

Minimum Education. BS degree in Computer Science, Information Systems or related field or equivalent experience.

6.38 Cyber Security Specialist/Cyber Analyst/Cyber Operator I

The Cyber Security Specialist/Cyber Analyst/Cyber Operator I will have 4 years' experience and overall responsibility for information security systems and applications and suggests enhancements. Relies on extensive knowledge and professional discretion to achieve goals.

Minimum Education. BS degree in Computer Science, Information Systems or related field or equivalent experience.

6.39 Cyber Security Specialist/Cyber Analyst/Cyber Operator II

The Cyber Security Specialist/Cyber Analyst/Cyber Operator I will have 8 years' experience and overall responsibility for information security systems and applications and suggests enhancements. Relies on extensive knowledge and professional discretion to achieve goals.

Minimum Education. BS degree in Computer Science, Information Systems or related field or equivalent experience.

6.40 Cyber Security Specialist/Cyber Analyst/Cyber Operator III

The Cyber Security Specialist /Cyber Analyst/Cyber Operator I will have 12 years' experience and overall responsibility for information security systems and applications and suggests enhancements. Relies on extensive knowledge and professional discretion to achieve goals.

Minimum Education. BS degree in Computer Science, Information Systems or related field or equivalent experience.

6.41 Cyber Security Engineer I

The Cyber Security Engineer I will have 4 years' experience and prepare materials and responds to request for computer security education/awareness programs. Duties include analysis of mission requirements, secure architecture design, organizational and vulnerability assessments, intelligence and threat analysis; system security/network analysis, Performs duties on tasks that require expertise in firewall implementation/configuration, physical security analysis of facilities, emergency preparedness, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, and disaster recovery.

Minimum Education. BS degree in Computer Science, Information Systems or related field or equivalent experience.

6.42 Cyber Security Engineer II

The Cyber Security Engineer II will have 8 years' experience and prepare materials and responds to request for computer security education/awareness programs. Duties include analysis of mission requirements, secure architecture design, organizational and vulnerability assessments, intelligence and threat analysis; system security/network analysis, Performs duties on tasks that require expertise in firewall implementation/configuration, physical security analysis of facilities, emergency preparedness, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, and disaster recovery.

Minimum Education. BS degree in Computer Science, Information Systems or related field or equivalent experience.

6.43 Cyber Security Engineer III

The Cyber Security Engineer III will have 12 years' experience and prepare materials and responds to request for computer security education/awareness programs. Duties include analysis of mission requirements, secure architecture design, organizational and vulnerability assessments, intelligence and threat analysis; system security/network analysis, Performs duties on tasks that require expertise in firewall implementation/configuration, physical security analysis of facilities, emergency preparedness, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, and disaster recovery.

Minimum Education. BS degree in Computer Science, Information Systems or related field or equivalent experience.

6.44 Cyber Hunt Analyst I

The Cyber Hunt Analyst I will have 4 years' experience may respond to crisis or urgent situations to mitigate immediate and potential threats. Approaches may include the use information and threat intelligence specifically focused on a proximate incident to identify undiscovered attacks. Investigates and analyzes all relevant response activities. Identifies and assesses the capabilities and activities of cyber criminals or foreign intelligence entities; design

and administer procedures in the organization that sustains the security of the organization's data and access to its technology and communications systems.

Minimum Education. BS degree in Computer Science, Information Systems or related field or equivalent experience.

6.45 Cyber Hunt Analyst II

The Cyber Hunt Analyst I will have 8 years' experience may respond to crisis or urgent situations to mitigate immediate and potential threats. Approaches may include the use information and threat intelligence specifically focused on a proximate incident to identify undiscovered attacks. Investigates and analyzes all relevant response activities. Identifies and assesses the capabilities and activities of cyber criminals or foreign intelligence entities; design and administer procedures in the organization that sustains the security of the organization's data and access to its technology and communications systems.

Minimum Education. BS degree in Computer Science, Information Systems or related field or equivalent experience.

6.46 Cyber Hunt Analyst III

The Cyber Hunt Analyst I will have 12 years' experience may respond to crisis or urgent situations to mitigate immediate and potential threats. Approaches may include the use information and threat intelligence specifically focused on a proximate incident to identify undiscovered attacks. Investigates and analyzes all relevant response activities. Identifies and assesses the capabilities and activities of cyber criminals or foreign intelligence entities; design and administer procedures in the organization that sustains the security of the organization's data and access to its technology and communications systems.

Minimum Education. BS degree in Computer Science, Information Systems or related field or equivalent experience.

6.47 Incident Response Analyst I

The Incident Response Analyst I will have 4 years' experience and contribute to generating responses to crisis or urgent situations to mitigate immediate and / or potential threats. Uses mitigation, preparedness, and response and recovery approaches, as needed, to maximize survival of life, preservation of property, and information security. Duties may include lead shifts and functional IR teams; provides oversight for incident data flow and response; content, and remediation, and partners with other incident response centers in maintaining and understanding of threats; vulnerabilities and exploits that could impact networks and assets. Performs real-time proactive event Investigation on various security enforcement systems, such as SIEM, Anti-virus, Internet content filtering/reporting, malware code prevention, Firewalls, IDS & IPS, Web security, antispam, etc.

Minimum Education. BS degree in Computer Science, Information Systems or related field or equivalent experience.

6.48 Incident Response Analyst II

The Incident Response Analyst I will have 8 years' experience and contribute to generating responses to crisis or urgent situations to mitigate immediate and / or potential threats. Uses mitigation, preparedness, and response and recovery approaches, as needed, to maximize survival of life, preservation of property, and information security. Duties may include lead shifts and functional IR teams; provides oversight for incident data flow and response; content, and remediation, and partners with other incident response centers in maintaining and understanding of threats; vulnerabilities and exploits that could impact networks and assets. Performs real-time proactive event Investigation on various security enforcement systems, such as SIEM, Anti-virus, Internet content filtering/reporting, malware code prevention, Firewalls, IDS & IPS, Web security, antis spam, etc.

Minimum Education. BS degree in Computer Science, Information Systems or related field or equivalent experience.

6.49 Incident Response Analyst III

The Incident Response Analyst I will have 12 years' experience and contribute to generating responses to crisis or urgent situations to mitigate immediate and / or potential threats. Uses mitigation, preparedness, and response and recovery approaches, as needed, to maximize survival of life, preservation of property, and information security. Duties may include lead shifts and functional IR teams; provides oversight for incident data flow and response; content, and remediation, and partners with other incident response centers in maintaining and understanding of threats; vulnerabilities and exploits that could impact networks and assets. Performs real-time proactive event Investigation on various security enforcement systems, such as SIEM, Anti-virus, Internet content filtering/reporting, malware code prevention, Firewalls, IDS & IPS, Web security, antis spam, etc.

Minimum Education. BS degree in Computer Science, Information Systems or related field or equivalent experience.