

Schedule for - Multiple Award Schedule (MAS)
Federal Supply Group: Professional Services
Class: R408, R414, R425, U006 and 0000
Contract Number: 47QRAA18D003X – The CNA Corporation



Federal Supply Service
Authorized Federal Supply Schedule Price List

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

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For more information on ordering from Federal Supply Schedules, go to <http://www.gsa.gov/schedules>

Contract Period: January 25, 2018 – January 24, 2023

Contractor: **The CNA Corporation**
 3003 Washington Blvd
 Arlington, VA 22201 2117
 www.cna.org

Business Size: **Other than Small**

In accordance with 13 C.F.R. 121.404, the Contractor is ineligible to participate in any RFQ that is set aside for small business where the subject contract's awarded size status for the preponderance NAICS designated in the RFQ is "other than small".

Telephone: **(703) 824-2082**
FAX Number: **(703) 824-2903**
Web Site: **www.cna.org**
RFP E-mail: **contracts@cna.org**

Contract Administration: **Nicholas W. Hunter, Director** huntern@cna.org

CUSTOMER INFORMATION:

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

SIN	SIN Category	SIN Description
541330ENG	Professional Services - Technical and Engineering Services (non-IT)	Engineering Services
541611	Professional Services – Business	Management and Financial Consulting, Acquisition and Grants
541715	Professional Services – Technical and Engineering Services (non-IT)	Engineering Research and Development and Strategic Planning
611430	Professional Services – Training	Professional and Management Development Training
611512	Professional Services – Training	Flight Training
OLM		Order Level Materials (OLMs)

1b. Please see Appendix “A” for Price Lists.

1c. Labor Category Descriptions: Please see Appendix B for Labor Category Descriptions

2. Maximum Order: \$1,000,000.00

3. Minimum Order: \$100.00

4. Geographic Coverage (delivery Area):

SIN	Scope
541330ENG	50 States, DC, Territories
541611	50 States, DC, Territories
541715	50 States, DC, Territories
611430	48 States, DC, Territories
611512	50 States, DC, Territories
OLM	48 States, DC, Territories

5. Point(s) of production (city, county, and state or foreign country): Same as company address

6. Discount from list prices or statement of net price: Government net prices (discounts already deducted). See Attachment.

7. Quantity discounts:

- Orders ranging from \$1M to \$8.999M receive a .5% discount.
- Orders ranging from \$9M to \$18.999M receive a 1% discount.
- Orders exceeding \$19M receive a 1.5% discount.

8. Prompt payment terms: Net 30 days.

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

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- 9a. **Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Will accept
- 9b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** Will accept
10. **Foreign items (list items by country of origin):** Not Applicable
- 11a. **Time of Delivery (Contractor insert number of days):** Specified on the Task Order
- 11b. **Expedited Delivery.** Specified on the Task Order
- 11c. **Overnight and 2-day delivery:** Specified on the Task Order k
- 11d. **Urgent Requirements. The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery:** Contact Contractor
12. **F.O.B Points(s):** Destination
- 13a. **Ordering Address(es):**
CNA Corporation
Attn: CNA Contracts & Procurement
3003 Washington Blvd
Arlington, VA 22201
(703)824-2082 (phone)
(703)824-2903 (fax)
contracts@cna.org
- 13b. **Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s), and are found in Federal Acquisition Regulation (FAR) 8.405-3..**
14. **Payment address(es):**
CNA Corporation
C/O PNC Bank, N.A.
PO Box 920661
Philadelphia, PA 19182-0661
Contact Contractor for electronic payment options.
15. **Warranty provision.:** Contractor’s standard commercial warranty.
16. **Export Packing Charges (if applicable):** N/A
17. **Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Government Commercial Credit Cards will be acceptable for payments on a case by case basis. Bank account information for wire transfer payments will be shown on the invoices.
18. **Terms and conditions of rental, maintenance, and repair (if applicable):** N/A
19. **Terms and conditions of installation (if applicable):** N/A

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- 20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 20a. Terms and conditions for any other services (if applicable):** N/A
- 21. List of service and distribution points (if applicable):** N/A
- 22. List of participating dealers (if applicable):** N/A
- 23. Preventive maintenance (if applicable):** N/A
- 24a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A
- 24b. Section 508:** If applicable, Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor's website or other location.) The EIT standards can be found at: www.Section508.gov/.
- 25. Data Universal Numbering System (DUNS) number:** 622051969
- 26. Notification regarding registration in System for Award Management (SAM) database:** CNA Corporation is registered in SAM.
- 27. Final Pricing:** The rates shown in the Appendix A include the Industrial Funding Fee (IFF)

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CNA Mission and Solutions

CNA's mission is to help customer decision makers fully address their most important, complex issues, both now and into the future. CNA's objective, empirical research and analysis helps decision makers develop sound policies, make better-informed decisions, and manage programs more effectively. Our work includes investigation and analysis of a broad range of national security, defense, and public interest issues including, homeland security, justice and law enforcement, systems modernization and data management and analytics. We provide public-sector organizations with the tools they need to tackle the complex challenges of making government more efficient and keeping our country safe and strong.

CNA personnel possess a mix of advanced analytical research skills, subject matter knowledge, and direct field expertise — and offer unique talent sets that allow for iterative and creative collaboration in every step of the problem-solving process.

We offer tailored approaches that combine advanced analytical research skills with technical expertise in more than 60 disciplines, including:

- Strategic and operational planning
- National security related studies and assessments
- Homeland Security and infrastructure resilience
- Critical incident analysis
- Emergency preparedness and planning
- Public health preparedness and resilience
- Public health policy and planning
- Justice system research and innovation
- Policy development, analysis and metrics
- Program evaluation
- Risk management
- Training and performance based exercises
- Technology and acquisition assessment
- Requirements analysis and concept development
- Data management and analysis
- Enterprise systems modernization
- Vulnerable population protection

Simply put, we are problem solvers. CNA offers you unbiased, actionable advice to further your business, project or mission. We go beyond “the way it has always been done” to the one that pushes boundaries.

SPECIAL ITEM NUMBER (SIN) DESCRIPTIONS

Professional Services – Business Administrative Services

Category	Description
541611	<p>Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services</p> <p>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.</p> <p>**Inherently Governmental services as identified in FAR 7.503 or by the ordering agency are prohibited. It is the responsibility of the Contracting Officer placing the order to make this determination. Ordering activities must require prospective contractors to identify potential conflicts of interest and address those, prior to task order award.</p>

Professional Services - Technical and Engineering Services (non-IT)

Category	Description
541330ENG	<p>Engineering Services - Services include applying physical laws and principles of engineering in the design, development, and utilization of machines, materials, instruments, processes, and systems. Services may involve any of the following activities: provision of advice, concept development, requirements analysis, preparation of feasibility studies, preparation of preliminary and final plans and designs, provision of technical services during the construction or installation phase, inspection and evaluation of engineering projects, and related services.</p> <p>NOTE: Services under this SIN cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2, or construction services as defined in FAR Parts 2 and 36.</p>
541715	<p>Engineering Research and Development and Strategic Planning - Service include conducting research and experimental development (except nanotechnology and biotechnology research and experimental development) in the physical, engineering and life sciences such as; such as agriculture, electronics, environmental, biology, botany, computers, chemistry, food, fisheries, forests, geology, health, mathematics, medicine, oceanography, pharmacy, physics, veterinary and other allied subjects.</p> <p>Typical tasks include, but are not limited to, analysis of mission, program goals and objectives, program evaluations, analysis of program effectiveness, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting; requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, developing and completing fire safety evaluation worksheets as they relate to professional engineering services; operation and maintenance, evaluation of inspection, testing, and maintenance program for fire protection and life safety systems, program/project management, technology transfer/insertion, training and consulting.</p>

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Professional Services – Training

Category	Description
611430	<p>Professional and Management Development Training</p> <p>Services include offering an array of short duration courses and seminars for management and professional development. Training for career development may be provided directly to individuals or through employers' training programs, and courses may be customized or modified to meet the special needs of customers. Instruction may be provided in diverse settings, such as the establishment's or agency's training facilities, and through diverse means, such as correspondence, television, the Internet, or other electronic and distance-learning methods. The training provided may include the use of simulators and simulation methods.</p> <p>Examples include Training Services that are instructor led Training or Web Based Training of Education Courses, Course Development and Test Administration, Learning Management, and Internships; Environmental Training Services in order to meet Federal mandates and Executive Orders; training of agency personnel to deal with media and media responses; Logistics Training Services related to system operations, automated tools for supply and value chain management, property and inventory management, distribution and transportation management, and maintenance of equipment and facilities; Audit & Financial training services related to course development and instruction required to support audit, review, financial assessment and financial management activities.</p> <p>Any firm offering Defense Acquisition Workforce Improvement Act (DAWIA) and Federal Acquisition Certification in Contracting (FAC-C) Training for Acquisition Workforce Personnel will include an identify only DAWIA and FAC-C courses that have been deemed DAU equivalent or approved by the Federal Acquisition Institute (FAI). NOTE: In accordance with OMB Policy Letter 05-01, civilian agencies must follow the course equivalency determinations accepted by the Defense Acquisition University (DAU) to ensure that core training is comparable across the workforce and qualifies for certification. When procuring FAC-C and DAWIA training for the audience identified below, the task order level Contracting Officer shall confirm that the courses being acquired are listed on one of the following websites: https://www.fai.gov/drupal/certification/verified-contracting-course-vendor-listing OR http://icatalog.dau.mil/appg.aspx (click on commercial vendors)</p>
611512	Flight Training - Includes aviation and flight training

OLM Order-Level Materials (OLM)

Category	Description
OLM	<p>Order-Level Materials (OLM)</p> <p>OLMs are supplies and/or services acquired in direct support of an individual task or delivery order placed against a Schedule contract or BPA. OLM pricing is not established at the Schedule contract or BPA level, but at the order level. Since OLMs are identified and acquired at the order level, the ordering contracting officer (OCO) is responsible for making a fair and reasonable price determination for all OLMs. OLMs are procured under a special ordering procedure that simplifies the process for acquiring supplies and services necessary to support individual task or delivery orders placed against a Schedule contract or BPA. Using this new procedure, ancillary supplies and services not known at the time of the Schedule award may be included and priced at the order level.</p>

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	<p>OLM SIN-Level Requirements/Ordering Instructions: OLMs are:</p> <ul style="list-style-type: none">- Purchased under the authority of the FSS Program- Unknown until an order is placed- Defined and priced at the ordering activity level in accordance with GSAR clause 552.238-115 Special Ordering Procedures for the Acquisition of Order-Level Materials. (Price analysis for OLMs is not conducted when awarding the FSS contract or FSS BPA; therefore, GSAR 538.270 and 538.271 do not apply to OLMs)- Only authorized for use in direct support of another awarded SIN. - Only authorized for inclusion at the order level under a Time-and-Materials (T&M) or LaborHour (LH) Contract Line Item Number (CLIN)- Subject to a Not To Exceed (NTE) ceiling price OLMs are not: Open Market Items.- Items awarded under ancillary supplies/services or other direct cost (ODC) SINs (these items are defined, priced, and awarded at the FSS contract level) OLM Pricing: - Prices for items provided under the Order-Level Materials SIN must be inclusive of the Industrial Funding Fee (IFF).- The value of OLMs in a task or delivery order, or the cumulative value of OLMs in orders against an FSS BPA awarded under an FSS contract, cannot exceed 30% of the order value less travel expenses.
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APPENDIX A - Labor Categories and Rates

SIN	SIN Category		SIN Description										
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541611	Professional Services – Business Administrative Services		Management and Financial Consulting, Acquisition and Grants										
541715	Professional Services – Technical and Engineering Services (non-IT)		Engineering Research and Development and Strategic Planning										
611430	Professional Services – Training		Professional and Management Development Training										
611512	Professional Services – Training		Flight Training										
	Base Year 1		Base Year 2		Base Year 2		Base Year 3		Base Year 4		Base Year 5		
	1/25/2018-1/24/2019		1/25/2019 to 3/25/2019		3/26/2019 - 1/24/2020		1/25/2020-1/24/2021		1/25/2021-1/24/2022		1/25/2022-1/24/2023		
LABOR CATEGORY	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	APPLICABLE SINS
Administrative Support	\$81.07	\$71.66	\$81.07	\$71.66	\$81.07	\$71.66	\$82.69	\$73.09	\$84.35	\$74.56	\$86.03	\$76.05	541330ENG, 541611, 541715, 611430, 611512
Analyst	\$168.44	\$141.42	\$171.80	\$144.25	\$171.80	\$144.25	\$175.23	\$147.13	\$178.74	\$150.08	\$182.31	\$153.08	541330ENG, 541611, 541715, 611430, 611512
Analytical Aide	N/A	N/A	N/A	N/A	\$76.90	\$62.21	\$78.44	\$63.46	\$80.01	\$64.73	\$81.61	\$66.02	541611, 611430, 611512
Business Analyst	\$148.45	\$131.20	\$148.45	\$131.20	\$148.45	\$131.20	\$151.42	\$133.82	\$154.45	\$136.50	\$157.54	\$139.23	541330ENG, 541611, 541715, 611430, 611512
Communications Specialist - Junior	N/A	N/A	N/A	N/A	\$88.42	\$71.54	\$90.19	\$72.97	\$92.00	\$74.43	\$93.84	\$75.92	541611, 611430, 611512



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611512	Professional Services – Training		Flight Training										
LABOR CATEGORY	Base Year 1		Base Year 2		Base Year 2		Base Year 3		Base Year 4		Base Year 5		APPLICABLE SINS
	1/25/2018-1/24/2019		1/25/2019 to 3/25/2019		3/26/2019 - 1/24/2020		1/25/2020-1/24/2021		1/25/2021-1/24/2022		1/25/2022-1/24/2023		
	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	
Communications Specialist - Mid	N/A	N/A	N/A	N/A	\$145.82	\$117.97	\$148.73	\$120.32	\$151.71	\$122.73	\$154.74	\$125.19	541611, 611430, 611512
Communications Specialist - Senior	N/A	N/A	N/A	N/A	\$185.38	\$149.97	\$189.08	\$152.97	\$192.87	\$156.03	\$196.72	\$159.15	541611, 611430, 611512
Computer Scientist	N/A	N/A	N/A	N/A	\$129.02	\$104.38	\$131.60	\$106.46	\$134.23	\$108.59	\$136.91	\$110.76	541330ENG, 541715
Curriculum Developer	N/A	N/A	N/A	N/A	\$118.04	\$95.49	\$120.40	\$97.40	\$122.81	\$99.35	\$125.26	\$101.34	611430, 611512
Data Preparation Clerk	\$52.17	\$43.81	\$53.21	\$44.68	\$53.21	\$44.68	\$54.27	\$45.57	\$55.36	\$46.48	\$56.47	\$47.41	541611, 611430, 611512
Data Preparation Supervisor	\$78.26	\$65.70	\$79.82	\$67.02	\$79.82	\$67.02	\$81.42	\$68.36	\$83.04	\$69.73	\$84.70	\$71.13	541611, 611430, 611512
Design Specialist - Junior	N/A	N/A	N/A	N/A	\$89.35	\$72.29	\$91.14	\$73.73	\$92.96	\$75.21	\$94.82	\$76.71	541611, 611430, 611512
Design Specialist - Mid	N/A	N/A	N/A	N/A	\$134.35	\$108.69	\$137.04	\$110.86	\$139.78	\$113.08	\$142.57	\$115.34	541611, 611430, 611512
Design Specialist - Senior	N/A	N/A	N/A	N/A	\$185.38	\$149.97	\$189.08	\$152.97	\$192.87	\$156.03	\$196.72	\$159.15	541611, 611430, 611512



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LABOR CATEGORY	Base Year 1		Base Year 2		Base Year 2		Base Year 3		Base Year 4		Base Year 5		APPLICABLE SINS
	1/25/2018-1/24/2019		1/25/2019 to 3/25/2019		3/26/2019 - 1/24/2020		1/25/2020-1/24/2021		1/25/2021-1/24/2022		1/25/2022-1/24/2023		
	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	
Diagnostic Analyst	N/A	N/A	N/A	N/A	\$71.92	\$58.19	\$73.36	\$59.35	\$74.83	\$60.54	\$76.32	\$61.75	541611, 611430, 611512
Diagnostic Specialist I	N/A	N/A	N/A	N/A	\$85.85	\$69.45	\$87.57	\$70.84	\$89.32	\$72.26	\$91.10	\$73.70	541611, 611430, 611512
Diagnostic Specialist II	N/A	N/A	N/A	N/A	\$96.15	\$77.78	\$98.07	\$79.34	\$100.03	\$80.93	\$102.03	\$82.55	541611, 611430, 611512
Diagnostic Specialist III	N/A	N/A	N/A	N/A	\$131.07	\$106.03	\$133.69	\$108.15	\$136.36	\$110.32	\$139.09	\$112.52	541611, 611430, 611512
Diagnostic Specialist IV	N/A	N/A	N/A	N/A	\$169.34	\$137.00	\$172.73	\$139.74	\$176.19	\$142.53	\$179.71	\$145.38	541611, 611430, 611512
Director	\$383.45	\$321.96	\$391.12	\$328.40	\$391.12	\$328.40	\$398.95	\$334.97	\$406.92	\$341.67	\$415.06	\$348.50	541330ENG, 541611, 541715, 611430, 611512
Document Specialist	\$110.85	\$93.08	\$113.07	\$94.94	\$113.07	\$94.94	\$115.33	\$96.84	\$117.64	\$98.78	\$119.99	\$100.75	541330ENG, 541611, 541715, 611430, 611512
Engineer I	N/A	N/A	N/A	N/A	\$67.13	\$54.31	\$68.47	\$55.39	\$69.84	\$56.50	\$71.24	\$57.63	541330ENG, 541715



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	1/25/2018-1/24/2019		1/25/2019 to 3/25/2019		3/26/2019 - 1/24/2020		1/25/2020-1/24/2021		1/25/2021-1/24/2022		1/25/2022-1/24/2023		
LABOR CATEGORY	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	
Engineer II	N/A	N/A	N/A	N/A	\$78.30	\$63.34	\$79.86	\$64.61	\$81.46	\$65.90	\$83.09	\$67.22	541330ENG, 541715
Engineer III	N/A	N/A	N/A	N/A	\$127.97	\$103.53	\$130.53	\$105.60	\$133.15	\$107.71	\$135.81	\$109.87	541330ENG, 541715
Engineer IV	N/A	N/A	N/A	N/A	\$147.64	\$119.44	\$150.60	\$121.83	\$153.61	\$124.27	\$156.68	\$126.76	541330ENG, 541715
Engineer V	N/A	N/A	N/A	N/A	\$173.44	\$140.31	\$176.91	\$143.12	\$180.45	\$145.98	\$184.06	\$148.90	541330ENG, 541715
Evaluation Advisor - Junior	N/A	N/A	N/A	N/A	\$91.64	\$74.14	\$93.47	\$75.62	\$95.34	\$77.13	\$97.25	\$78.67	541611, 611430, 611512
Evaluation Advisor - Mid	N/A	N/A	N/A	N/A	\$179.98	\$145.60	\$183.58	\$148.51	\$187.25	\$151.48	\$190.99	\$154.51	541611, 611430, 611512
Evaluation Advisor - Senior	N/A	N/A	N/A	N/A	\$230.35	\$186.35	\$234.95	\$190.08	\$239.65	\$193.88	\$244.44	\$197.76	541611, 611430, 611512
Evaluation/ Performance Monitoring/ Design Training Expert Junior	N/A	N/A	N/A	N/A	\$88.42	\$71.54	\$90.19	\$72.97	\$92.00	\$74.43	\$93.84	\$75.91	541611, 611430, 611512
Evaluation/ Performance Monitoring/ Design Training Expert Mid	N/A	N/A	N/A	N/A	\$145.82	\$117.97	\$148.73	\$120.32	\$151.71	\$122.73	\$154.74	\$125.19	541611, 611430, 611512



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541611	Professional Services – Business Administrative Services		Management and Financial Consulting, Acquisition and Grants										
541715	Professional Services – Technical and Engineering Services (non-IT)		Engineering Research and Development and Strategic Planning										
611430	Professional Services – Training		Professional and Management Development Training										
611512	Professional Services – Training		Flight Training										
LABOR CATEGORY	Base Year 1		Base Year 2		Base Year 2		Base Year 3		Base Year 4		Base Year 5		APPLICABLE SINS
	1/25/2018-1/24/2019		1/25/2019 to 3/25/2019		3/26/2019 - 1/24/2020		1/25/2020-1/24/2021		1/25/2021-1/24/2022		1/25/2022-1/24/2023		
	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	
Evaluation/ Performance Monitoring/ Design Training Expert Senior	N/A	N/A	N/A	N/A	\$185.38	\$149.97	\$189.08	\$152.97	\$192.87	\$156.03	\$196.72	\$159.15	541611, 611430, 611512
Exercise Planner/Trainer I	N/A	N/A	N/A	N/A	\$89.91	\$72.74	\$91.71	\$74.19	\$93.54	\$75.67	\$95.41	\$77.19	541611
Exercise Planner/Trainer II	N/A	N/A	N/A	N/A	\$115.35	\$93.32	\$117.66	\$95.18	\$120.01	\$97.09	\$122.41	\$99.03	541611
Facilitator 1	\$273.90	\$229.97	\$279.38	\$234.57	\$279.38	\$234.57	\$284.96	\$239.26	\$290.66	\$244.05	\$296.48	\$248.93	541611, 611430, 611512
Facilitator 2	\$225.63	\$189.45	\$230.14	\$193.24	\$230.14	\$193.24	\$234.74	\$197.10	\$239.43	\$201.05	\$244.22	\$205.07	541611, 611430, 611512
Functional Specialist	\$173.66	\$153.49	\$173.66	\$153.49	\$173.66	\$153.49	\$177.14	\$156.56	\$180.68	\$159.69	\$184.29	\$162.88	541330ENG, 541611, 541715, 611430, 611512
Graphic Artist	N/A	N/A	N/A	N/A	\$59.65	\$48.26	\$60.84	\$49.22	\$62.06	\$50.21	\$63.30	\$51.21	541611
Information Technology Specialist	N/A	N/A	N/A	N/A	\$106.37	\$86.05	\$108.50	\$87.78	\$110.67	\$89.53	\$112.88	\$91.32	541330ENG, 541715
Interviewer	\$40.43	\$33.94	\$41.23	\$34.62	\$41.23	\$34.62	\$42.05	\$35.31	\$42.89	\$36.02	\$43.75	\$36.74	541611, 611430, 611512



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SIN	SIN Category		SIN Description										
541330ENG	Professional Services - Technical and Engineering Services (non-IT)		Engineering Services										
541611	Professional Services – Business Administrative Services		Management and Financial Consulting, Acquisition and Grants										
541715	Professional Services – Technical and Engineering Services (non-IT)		Engineering Research and Development and Strategic Planning										
611430	Professional Services – Training		Professional and Management Development Training										
611512	Professional Services – Training		Flight Training										
LABOR CATEGORY	Base Year 1		Base Year 2		Base Year 2		Base Year 3		Base Year 4		Base Year 5		APPLICABLE SINS
	1/25/2018-1/24/2019		1/25/2019 to 3/25/2019		3/26/2019 - 1/24/2020		1/25/2020-1/24/2021		1/25/2021-1/24/2022		1/25/2022-1/24/2023		
	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	
Junior Analyst	\$131.74	\$110.61	\$134.37	\$112.82	\$134.37	\$112.82	\$137.06	\$115.07	\$139.80	\$117.37	\$142.59	\$119.72	541330ENG, 541611, 541715, 611430, 611512
Junior Business Analyst	\$123.26	\$103.50	\$125.73	\$105.57	\$125.73	\$105.57	\$128.25	\$107.68	\$130.81	\$109.84	\$133.43	\$112.03	541330ENG, 541611, 541715, 611430, 611512
Junior Functional Specialist	\$137.67	\$121.68	\$137.67	\$121.68	\$137.67	\$121.68	\$140.42	\$124.11	\$143.23	\$126.60	\$146.10	\$129.13	541330ENG, 541611, 541715, 611430, 611512
Junior Training Developer	N/A	N/A	N/A	N/A	\$82.51	\$66.75	\$84.16	\$68.08	\$85.84	\$69.45	\$87.56	\$70.84	611430, 611512
Lead Systems Designer	N/A	N/A	N/A	N/A	\$206.75	\$167.26	\$210.89	\$170.61	\$215.10	\$174.02	\$219.41	\$177.50	541330ENG, 541715
Management Consultant	N/A	N/A	N/A	N/A	\$206.03	\$166.67	\$210.15	\$170.01	\$214.35	\$173.41	\$218.64	\$176.87	541611, 611430, 611512
Modeling & Simulation Specialist Level I	N/A	N/A	N/A	N/A	\$87.44	\$70.74	\$89.19	\$72.15	\$90.97	\$73.60	\$92.79	\$75.07	541611, 611430, 611512



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SIN	SIN Category		SIN Description										
541330ENG	Professional Services - Technical and Engineering Services (non-IT)		Engineering Services										
541611	Professional Services – Business Administrative Services		Management and Financial Consulting, Acquisition and Grants										
541715	Professional Services – Technical and Engineering Services (non-IT)		Engineering Research and Development and Strategic Planning										
611430	Professional Services – Training		Professional and Management Development Training										
611512	Professional Services – Training		Flight Training										
LABOR CATEGORY	Base Year 1		Base Year 2		Base Year 2		Base Year 3		Base Year 4		Base Year 5		APPLICABLE SINS
	1/25/2018-1/24/2019		1/25/2019 to 3/25/2019		3/26/2019 - 1/24/2020		1/25/2020-1/24/2021		1/25/2021-1/24/2022		1/25/2022-1/24/2023		
	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	
Modeling & Simulation Specialist Level II	N/A	N/A	N/A	N/A	\$148.38	\$120.04	\$151.35	\$122.44	\$154.38	\$124.89	\$157.46	\$127.39	541611, 611430, 611512
Performance Monitoring Specialist - Junior	N/A	N/A	N/A	N/A	\$89.35	\$72.29	\$91.14	\$73.73	\$92.96	\$75.21	\$94.82	\$76.71	541611, 611430, 611512
Performance Monitoring Specialist - Mid	N/A	N/A	N/A	N/A	\$134.35	\$108.69	\$137.04	\$110.86	\$139.78	\$113.08	\$142.57	\$115.34	541611, 611430, 611512
Performance Monitoring Specialist - Senior	N/A	N/A	N/A	N/A	\$185.38	\$149.97	\$189.08	\$152.97	\$192.87	\$156.03	\$196.72	\$159.15	541611, 611430, 611512
Principal Analyst	\$244.54	\$216.13	\$244.54	\$216.13	\$244.54	\$216.13	\$249.43	\$220.45	\$254.42	\$224.86	\$259.51	\$229.36	541330ENG, 541611, 541715, 611430, 611512
Principal Functional Specialist	\$232.41	\$195.13	\$237.06	\$199.04	\$237.06	\$199.04	\$241.80	\$203.02	\$246.64	\$207.08	\$251.57	\$211.23	541330ENG, 541611, 541715, 611430, 611512
Process Improvement Analyst	N/A	N/A	N/A	N/A	\$77.85	\$62.51	\$79.41	\$63.76	\$81.00	\$65.04	\$82.62	\$66.34	541611, 611430, 611512



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SIN	SIN Category				SIN Description								
541330ENG	Professional Services - Technical and Engineering Services (non-IT)				Engineering Services								
541611	Professional Services – Business Administrative Services				Management and Financial Consulting, Acquisition and Grants								
541715	Professional Services – Technical and Engineering Services (non-IT)				Engineering Research and Development and Strategic Planning								
611430	Professional Services – Training				Professional and Management Development Training								
611512	Professional Services – Training				Flight Training								
	Base Year 1		Base Year 2		Base Year 2		Base Year 3		Base Year 4		Base Year 5		APPLICABLE SINS
	1/25/2018-1/24/2019		1/25/2019 to 3/25/2019		3/26/2019 - 1/24/2020		1/25/2020-1/24/2021		1/25/2021-1/24/2022		1/25/2022-1/24/2023		
LABOR CATEGORY	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	APPLICABLE SINS
Program Analyst I	N/A	N/A	N/A	N/A	\$67.13	\$54.31	\$68.47	\$55.39	\$69.84	\$56.50	\$71.24	\$57.63	541330ENG, 541611, 541715, 611430, 611512
Program Analyst II	N/A	N/A	N/A	N/A	\$78.30	\$63.34	\$79.86	\$64.61	\$81.46	\$65.90	\$83.09	\$67.22	541330ENG, 541611, 541715, 611430, 611512
Program Analyst III	N/A	N/A	N/A	N/A	\$106.46	\$92.72	\$108.59	\$94.57	\$110.76	\$96.46	\$112.97	\$98.39	541330ENG, 541611, 541715, 611430, 611512
Program Manager	\$274.33	\$242.47	\$274.33	\$242.47	\$274.33	\$242.47	\$279.82	\$247.32	\$285.41	\$252.27	\$291.12	\$257.31	541330ENG, 541611, 541715, 611430, 611512
Programmer	\$95.21	\$79.94	\$97.12	\$81.54	\$97.12	\$81.54	\$99.06	\$83.17	\$101.04	\$84.84	\$103.06	\$86.53	541330ENG, 541611, 541715, 611430, 611512
Project Director	\$203.46	\$170.83	\$207.53	\$174.25	\$207.53	\$174.25	\$211.68	\$177.73	\$215.91	\$181.29	\$220.23	\$184.91	541330ENG, 541611, 541715,



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SIN	SIN Category		SIN Description										
541330ENG	Professional Services - Technical and Engineering Services (non-IT)		Engineering Services										
541611	Professional Services – Business Administrative Services		Management and Financial Consulting, Acquisition and Grants										
541715	Professional Services – Technical and Engineering Services (non-IT)		Engineering Research and Development and Strategic Planning										
611430	Professional Services – Training		Professional and Management Development Training										
611512	Professional Services – Training		Flight Training										
	Base Year 1		Base Year 2		Base Year 2		Base Year 3		Base Year 4		Base Year 5		APPLICABLE SINS
	1/25/2018-1/24/2019		1/25/2019 to 3/25/2019		3/26/2019 - 1/24/2020		1/25/2020-1/24/2021		1/25/2021-1/24/2022		1/25/2022-1/24/2023		
LABOR CATEGORY	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	APPLICABLE SINS
													611430, 611512
Project Leader	\$255.92	\$226.19	\$255.92	\$226.19	\$255.92	\$226.19	\$261.04	\$230.71	\$266.26	\$235.33	\$271.58	\$240.03	541330ENG, 541611, 541715, 611430, 611512
Project Manager	N/A	N/A	N/A	N/A	\$147.64	\$119.44	\$150.60	\$121.83	\$153.61	\$124.27	\$156.68	\$126.76	541330ENG, 541611, 541715, 611430, 611512
Quality Assurance Specialist	N/A	N/A	N/A	N/A	\$102.25	\$82.72	\$104.29	\$84.37	\$106.38	\$86.06	\$108.50	\$87.78	541130ENG, 541611, 541715
Recorder/Analyst	\$164.79	\$145.64	\$164.79	\$145.64	\$164.79	\$145.64	\$168.09	\$148.55	\$171.45	\$151.52	\$174.88	\$154.55	541330ENG, 541611, 541715, 611430, 611512
Research Analyst	N/A	N/A	N/A	N/A	\$95.86	\$77.55	\$97.78	\$79.10	\$99.73	\$80.69	\$101.73	\$82.30	541611
Research Associate	\$112.02	\$94.06	\$114.26	\$95.94	\$114.26	\$95.94	\$116.54	\$97.86	\$118.87	\$99.82	\$121.25	\$101.81	541330ENG, 541611, 541715, 611430, 611512



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SIN	SIN Category				SIN Description								
541330ENG	Professional Services - Technical and Engineering Services (non-IT)				Engineering Services								
541611	Professional Services – Business Administrative Services				Management and Financial Consulting, Acquisition and Grants								
541715	Professional Services – Technical and Engineering Services (non-IT)				Engineering Research and Development and Strategic Planning								
611430	Professional Services – Training				Professional and Management Development Training								
611512	Professional Services – Training				Flight Training								
	Base Year 1		Base Year 2		Base Year 2		Base Year 3		Base Year 4		Base Year 5		APPLICABLE SINS
	1/25/2018-1/24/2019		1/25/2019 to 3/25/2019		3/26/2019 - 1/24/2020		1/25/2020-1/24/2021		1/25/2021-1/24/2022		1/25/2022-1/24/2023		
LABOR CATEGORY	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	APPLICABLE SINS
Research/Technical Assistant	\$100.64	\$84.50	\$102.65	\$86.19	\$102.65	\$86.19	\$104.70	\$87.91	\$106.80	\$89.67	\$108.93	\$91.46	541330ENG, 541611, 541715, 611430, 611512
Scientist I	N/A	N/A	N/A	N/A	\$114.86	\$92.92	\$117.16	\$94.78	\$119.50	\$96.68	\$121.89	\$98.61	541330ENG, 541715
Scientist II	N/A	N/A	N/A	N/A	\$135.22	\$109.39	\$137.93	\$111.58	\$140.68	\$113.81	\$143.50	\$116.09	541330ENG, 541715
Scientist III	N/A	N/A	N/A	N/A	\$150.55	\$121.79	\$153.56	\$124.23	\$156.63	\$126.71	\$159.76	\$129.25	541330ENG, 541715
Secretary/Clerical/Technician	\$87.39	\$73.38	\$89.14	\$74.85	\$89.14	\$74.85	\$90.92	\$76.35	\$92.74	\$77.88	\$94.59	\$79.43	541611, 611430, 611512
Senior Analyst	\$225.63	\$189.45	\$230.14	\$193.24	\$230.14	\$193.24	\$234.74	\$197.10	\$239.43	\$201.05	\$244.22	\$205.07	541330ENG, 541611, 541715, 611430, 611512
Senior Business Analyst	\$189.53	\$167.52	\$189.53	\$167.52	\$189.53	\$167.52	\$193.32	\$170.87	\$197.19	\$174.29	\$201.13	\$177.77	541330ENG, 541611, 541715, 611430, 611512
Senior Exercise Planner	N/A	N/A	N/A	N/A	\$149.37	\$120.84	\$152.36	\$123.26	\$155.40	\$125.72	\$158.51	\$128.23	541611



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SIN	SIN Category				SIN Description								
541330ENG	Professional Services - Technical and Engineering Services (non-IT)				Engineering Services								
541611	Professional Services – Business Administrative Services				Management and Financial Consulting, Acquisition and Grants								
541715	Professional Services – Technical and Engineering Services (non-IT)				Engineering Research and Development and Strategic Planning								
611430	Professional Services – Training				Professional and Management Development Training								
611512	Professional Services – Training				Flight Training								
	Base Year 1		Base Year 2		Base Year 2		Base Year 3		Base Year 4		Base Year 5		APPLICABLE SINS
	1/25/2018-1/24/2019		1/25/2019 to 3/25/2019		3/26/2019 - 1/24/2020		1/25/2020-1/24/2021		1/25/2021-1/24/2022		1/25/2022-1/24/2023		
LABOR CATEGORY	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	APPLICABLE SINS
Senior Facilitator	N/A	N/A	N/A	N/A	\$177.94	\$143.95	\$181.50	\$146.83	\$185.13	\$149.77	\$188.83	\$152.76	541611
Senior Functional Specialist	\$200.33	\$177.06	\$200.33	\$177.06	\$200.33	\$177.06	\$204.34	\$180.60	\$208.42	\$184.21	\$212.59	\$187.90	541330ENG, 541611, 541715, 611430, 611512
Senior Game Developer	N/A	N/A	N/A	N/A	\$119.91	\$97.00	\$122.30	\$98.94	\$124.75	\$100.92	\$127.25	\$102.94	541611
Senior Process Improvement Analyst	N/A	N/A	N/A	N/A	\$118.16	\$95.59	\$120.52	\$97.50	\$122.93	\$99.45	\$125.39	\$101.44	611430, 611512
Senior Programmer	\$138.25	\$116.08	\$141.02	\$118.40	\$141.02	\$118.40	\$143.84	\$120.77	\$146.71	\$123.18	\$149.65	\$125.64	541330ENG, 541611, 541715, 611430, 611512
Senior Research Analyst	N/A	N/A	N/A	N/A	\$119.33	\$96.54	\$121.72	\$98.47	\$124.15	\$100.44	\$126.64	\$102.45	541611
Senior Subject Matter Expert	N/A	N/A	N/A	N/A	\$268.97	\$217.59	\$274.35	\$221.95	\$279.83	\$226.39	\$285.43	\$230.91	541330ENG, 541611, 541715, 611430, 611512
Senior Training Developer	N/A	N/A	N/A	N/A	\$100.17	\$81.04	\$102.17	\$82.66	\$104.22	\$84.31	\$106.30	\$86.00	541611
Software Engineer I	N/A	N/A	N/A	N/A	\$78.30	\$63.34	\$79.86	\$64.61	\$81.46	\$65.90	\$83.09	\$67.22	541330ENG, 541715



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SIN	SIN Category				SIN Description								
541330ENG	Professional Services - Technical and Engineering Services (non-IT)				Engineering Services								
541611	Professional Services – Business Administrative Services				Management and Financial Consulting, Acquisition and Grants								
541715	Professional Services – Technical and Engineering Services (non-IT)				Engineering Research and Development and Strategic Planning								
611430	Professional Services – Training				Professional and Management Development Training								
611512	Professional Services – Training				Flight Training								
	Base Year 1		Base Year 2		Base Year 2		Base Year 3		Base Year 4		Base Year 5		APPLICABLE SINS
	1/25/2018-1/24/2019		1/25/2019 to 3/25/2019		3/26/2019 - 1/24/2020		1/25/2020-1/24/2021		1/25/2021-1/24/2022		1/25/2022-1/24/2023		
LABOR CATEGORY	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	
Software Engineer II	N/A	N/A	N/A	N/A	\$110.08	\$89.05	\$112.28	\$90.83	\$114.52	\$92.65	\$116.81	\$94.50	541330ENG, 541715
Software Engineer III	N/A	N/A	N/A	N/A	\$124.82	\$107.92	\$127.31	\$110.08	\$129.86	\$112.28	\$132.46	\$114.52	541330ENG, 541715
Strategic Planner	N/A	N/A	N/A	N/A	\$107.61	\$87.05	\$109.76	\$88.79	\$111.95	\$90.57	\$114.19	\$92.38	541330ENG, 541715
Subject Matter Expert	N/A	N/A	N/A	N/A	\$222.81	\$180.25	\$227.27	\$183.86	\$231.81	\$187.54	\$236.45	\$191.29	541330ENG, 541611, 541715, 611430, 611512
Survey Methodologist	\$149.92	\$132.50	\$149.92	\$132.50	\$149.92	\$132.50	\$152.92	\$135.15	\$155.98	\$137.85	\$159.10	\$140.61	541611, 611430, 611512
Survey Specialist	\$110.85	\$93.08	\$113.07	\$94.94	\$113.07	\$94.94	\$115.33	\$96.84	\$117.64	\$98.78	\$119.99	\$100.75	541611, 611430, 611512
Systems Designer	N/A	N/A	N/A	N/A	\$144.00	\$116.49	\$146.88	\$118.82	\$149.82	\$121.20	\$152.81	\$123.62	541330ENG, 541715
Systems Engineer I	N/A	N/A	N/A	N/A	\$78.30	\$63.34	\$79.86	\$64.61	\$81.46	\$65.90	\$83.09	\$67.22	541330ENG, 541715



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541330ENG	Professional Services - Technical and Engineering Services (non-IT)		Engineering Services										
541611	Professional Services – Business Administrative Services		Management and Financial Consulting, Acquisition and Grants										
541715	Professional Services – Technical and Engineering Services (non-IT)		Engineering Research and Development and Strategic Planning										
611430	Professional Services – Training		Professional and Management Development Training										
611512	Professional Services – Training		Flight Training										
	Base Year 1		Base Year 2		Base Year 2		Base Year 3		Base Year 4		Base Year 5		APPLICABLE SINS
	1/25/2018-1/24/2019		1/25/2019 to 3/25/2019		3/26/2019 - 1/24/2020		1/25/2020-1/24/2021		1/25/2021-1/24/2022		1/25/2022-1/24/2023		
LABOR CATEGORY	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	CNA SITE	CUSTOMER SITE	
Systems Engineer II	N/A	N/A	N/A	N/A	\$104.25	\$84.34	\$106.33	\$86.02	\$108.46	\$87.74	\$110.63	\$89.50	541330ENG, 541715
Task Leader	\$114.88	\$96.46	\$117.18	\$98.39	\$117.18	\$98.39	\$119.52	\$100.36	\$121.91	\$102.36	\$124.35	\$104.41	541330ENG, 541611, 541715, 611430, 611512
Technical Project Manager	N/A	N/A	N/A	N/A	\$228.89	\$185.17	\$233.46	\$188.88	\$238.13	\$192.65	\$242.90	\$196.51	541330ENG, 541715
Web Application Developer	N/A	N/A	N/A	N/A	\$68.80	\$55.66	\$70.18	\$56.77	\$71.58	\$57.91	\$73.01	\$59.07	541611
Web Based Training Developer	N/A	N/A	N/A	N/A	\$99.82	\$80.76	\$101.82	\$82.37	\$103.86	\$84.02	\$105.93	\$85.70	541611

Schedule for - Multiple Award Schedule (MAS)
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APPENDIX B: Service Contract Labor Standards Matrix

CNA Corporation, The certifies the GSA awarded rate meets or exceeds the minimum wage rate as identified in Wage Determination 15-4282, Revision 11, dated July 3, 2018, currently incorporated into the Professional Services Schedule Solicitation for the SCLS non-exempt labor categories identified in the matrix below.

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

SCLS Eligible Labor Category	SCLS Equivalent Code Title	Wage Determination No
Administrative Support	01111 - General Clerk I	15-4282
Secretary/Clerical/Technician	01020 - Administrative Assistant	15-4282

APPENDIX C Labor Category Descriptions

This Appendix contains CNA’s labor category descriptions for the following Professional Services SINS:

The table includes the minimum education and experience requirements and functional responsibility for each labor category.

SIN	SIN Category	SIN Description		
541330ENG	Professional Services - Technical and Engineering Services (non-IT)	Engineering Services		
541611	Professional Services – Business Administrative Services	Management and Financial Consulting, Acquisition and Grants		
541715	Professional Services – Technical and Engineering Services (non-IT)	Engineering Research and Development and Strategic Planning		
611430	Professional Services – Training	Professional and Management Development Training		
611512	Professional Services – Training	Flight Training		
Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Administrative Support	High School Diploma or GED	5 years	Provides direct project clerical and administrative support services, such as travel arrangement, project reporting including SharePoint and spreadsheet functions, scheduling, supply ordering, messaging, word processing, and photocopying.	541330ENG 541611 541715 611430 611512
Analyst	MS/MA in Economics, Sociology, Psychology, Engineering, Operations Research, or related scientific or technical fields	8 years	Provides analytical support in areas such as policy formulation or analysis, program evaluation and assessment, strategic and business planning, and operations research and analysis. May provide insight into the business or technical discipline under evaluation. May direct the activities of less experienced staff members	541330ENG 541611 541715 611430 611512
Analytical Aide	BA/BS Degree	1 year	Entry-level employee responsible for providing a wide array of routine analytical tasks to Supervisory staff. Examples of analytical support include, but are not limited to, data entry, spreadsheet, database, presentation or graphics modifications and development.	541611 611430 611512

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SIN	SIN Category	SIN Description		
541330ENG	Professional Services - Technical and Engineering Services (non-IT)	Engineering Services		
541611	Professional Services – Business Administrative Services	Management and Financial Consulting, Acquisition and Grants		
541715	Professional Services – Technical and Engineering Services (non-IT)	Engineering Research and Development and Strategic Planning		
611430	Professional Services – Training	Professional and Management Development Training		
611512	Professional Services – Training	Flight Training		
Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Business Analyst	BS/BA in Business, Management, Operations, Research, Engineering, or related scientific or technical fields.	8 years	Performs studies, analyses & evaluations related to business processes & organizations, such as requirements analyses, feasibility studies, surveys, performance assessments, business process improvements initiatives, cost benefit analyses, or strategic planning. Investigates best practices	541330ENG 541611 541715 611430 611512
Communications Specialist - Junior	BA/BS in Business, Management, Operations, Research, Engineering or related scientific or technical field	2 years	Provides support for designing and developing varied communications materials including briefings, graphics, reports, and data visualizations using best practices.	541611 611430 611512
Communications Specialist - Mid	BA/BS in Business, Management, Operations, Research, Engineering or related scientific or technical field	8 years	Provides expertise in synthesizing complex technical issues and subjects for presentation to diverse stakeholders and audiences in various settings (cleared and uncleared). Leads teams and projects to design and develop and present varied communications materials including narrative materials, briefings, graphics, infographics, graphs, and various types of data visualizations using best practices; implements creative and innovative strategies to most effectively synthesize and communicate data tailored to audience requirements.	541611 611430 611512

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SIN	SIN Category	SIN Description		
541330ENG	Professional Services - Technical and Engineering Services (non-IT)	Engineering Services		
541611	Professional Services – Business Administrative Services	Management and Financial Consulting, Acquisition and Grants		
541715	Professional Services – Technical and Engineering Services (non-IT)	Engineering Research and Development and Strategic Planning		
611430	Professional Services – Training	Professional and Management Development Training		
611512	Professional Services – Training	Flight Training		
Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Communications Specialist - Senior	BA/BS in Business, Management, Operations, Research, Engineering or related scientific or technical field	15 years	Expert in synthesizing complex technical issues and subjects for presentation to diverse stakeholders and audiences in various settings (cleared and uncleared). Leads teams and projects to design and develop and present varied communications materials including narrative materials, briefings, graphics, infographics, graphs, and various types of data visualizations using best practices; implements creative and innovative strategies to most effectively synthesize and communicate data tailored to audience requirements.	541611 611430 611512
Computer Scientist	BS/BA Degree	5 years	Provides assessments regarding current, state-of-the-art and industrial trends in the computer field. Designs and implements computer algorithms, and reviews existing legacy code systems considering current "best business" practices of computer science. Must have knowledge of computer languages.	541330ENG 541715
Curriculum Developer	BA/BS Degree	5 years	Academic training or on-the-job experiences in curriculum development models and approaches. Develops training curricula and performance improvement materials on more complex products, processes, or systems through contributions and participation in a systematic development process. May direct the activities of less experienced staff members.	611430 611512

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SIN	SIN Category	SIN Description		
541330ENG	Professional Services - Technical and Engineering Services (non-IT)	Engineering Services		
541611	Professional Services – Business Administrative Services	Management and Financial Consulting, Acquisition and Grants		
541715	Professional Services – Technical and Engineering Services (non-IT)	Engineering Research and Development and Strategic Planning		
611430	Professional Services – Training	Professional and Management Development Training		
611512	Professional Services – Training	Flight Training		
Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Data Preparation Clerk	High School or GED	5 years	Provides administrative support process, process reporting & maintenance of projects. Provides assistance in communications with external customers and project team members. Creates & disseminates various communications & reports. Maintains databases. Prepares summaries for tracking & monitoring budgets. Coordinate & facilitate workshops, meetings, travel & event logistics as required.	541611 611430 611512
Data Preparation Supervisor	High School Diploma or GED	6 years	Supervise the administrative data preparation and clerical staff of one or more projects	541611 611430 611512
Design Specialist - Junior	BA/BS in Business, Management, Operations Research, Engineering or related scientific or technical field	2 years	Provides support for developing designs for programs, projects, activities, processes, etc. Supports reviews existing strategies; development and implementation of analyses to inform designs; conducting situational analyses; the development of problem statements, goals, and objectives; development of theory of change models and logic models; and production of process maps.	541611 611430 611512
Design Specialist - Mid	BA/BS in Business, Management, Operations Research, Engineering or related scientific or technical field	8 years	Provides expertise in developing designs for programs, projects, activities, processes, etc. Provides leadership and guidance in, but not limited to, the review of existing strategies; development and implementation of analyses to inform designs; conducting situational analyses; facilitating the development of problem statements, goals, and objectives; development of theory of change models and logic models; and production of process maps.	541611 611430 611512

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SIN	SIN Category	SIN Description		
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541611	Professional Services – Business Administrative Services	Management and Financial Consulting, Acquisition and Grants		
541715	Professional Services – Technical and Engineering Services (non-IT)	Engineering Research and Development and Strategic Planning		
611430	Professional Services – Training	Professional and Management Development Training		
611512	Professional Services – Training	Flight Training		
Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Design Specialist - Senior	BA/BS in Business, Management, Operations Research, Engineering or related scientific or technical field	15 years	Expert in developing designs for programs, projects, activities, processes, etc. Provides leadership and guidance in, but not limited to, the review of existing strategies; development and implementation of analyses to inform designs; conducting situational analyses; facilitating the development of problem statements, goals, and objectives; development of theory of change models and logic models; and production of process maps.	541611 611430 611512
Diagnostic Analyst	BA/BS in Business, Management, Operations, Research, Engineering or related scientific or technical field	2 years	Provide support to Diagnostic Specialists and consultants in the provision of direct technical assistance services to the field; evaluating curriculum or training; collecting data; conducting needs assessments and/or developing deliverables.	541611 611430 611512
Diagnostic Specialist I	BA/BS in Business Management, Operations Research, Engineering or related scientific or technical field	3 years	Provides technical support for planning and organizing activities related to the provision of direct technical assistance services to the field, including evaluation of curriculum or training, collecting and analyzing data, conducting needs assessments and/or developing publications or other deliverables. Must demonstrate excellent analytic and communication skills and a client-service orientation.	541611 611430 611512

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541611	Professional Services – Business Administrative Services	Management and Financial Consulting, Acquisition and Grants		
541715	Professional Services – Technical and Engineering Services (non-IT)	Engineering Research and Development and Strategic Planning		
611430	Professional Services – Training	Professional and Management Development Training		
611512	Professional Services – Training	Flight Training		
Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Diagnostic Specialist II	BA/BS in Business Management, Operations Research, Engineering or related scientific or technical field	5 years	Provides technical support for planning and organizing activities related to the provision of direct technical assistance services to the field, including evaluation of curriculum or training, collecting and analyzing data, conducting needs assessments and/or developing publications or other deliverables. Must demonstrate excellent analytic and communication skills and a client-service orientation.	541611 611430 611512
Diagnostic Specialist III	BA/BS in Business, Management, Operations, Research, Engineering or related scientific or technical field	8 years	Manages activities related to the planning and organizing of the provision of direct technical assistance services to the field, including evaluation of curriculum or training, collecting and analyzing data, conducting needs assessments and/or developing publications or other deliverables. Must demonstrate excellent analytic and communication skills and a client-service orientation. May direct the activities of less experienced staff members.	541611 611430 611512
Diagnostic Specialist IV	BA/BS in Business, Management, Operations, Research, Engineering or related scientific or technical field	12 years	Leads projects involving the planning and organizing of the provision of direct technical assistance services to the field, including evaluation of curriculum or training, collecting and analyzing data, conducting needs assessments and/or developing publications or other deliverables. Must demonstrate excellent analytic and communication skills and a client-service orientation. May direct the activities of less experienced staff members.	541611 611430 611512

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541611	Professional Services – Business Administrative Services	Management and Financial Consulting, Acquisition and Grants		
541715	Professional Services – Technical and Engineering Services (non-IT)	Engineering Research and Development and Strategic Planning		
611430	Professional Services – Training	Professional and Management Development Training		
611512	Professional Services – Training	Flight Training		
Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Director	BS/BA in Business, Management, Operations Research, Engineering, or related scientific or technical fields.	20 years	A recognized expert in a technical area or in an area of subject matter expertise. Generally leads a business practice or technical service area providing management or technical guidance, assigning staff, and reviewing and approving work products.	541330ENG 541611 541715 611430 611512
Document Specialist	BS/BA in technical, scientific, or functional discipline	5 years	Works with the Editor and Graphic Designer to ensure consistency with CNA standards in document production for each client project. Communicates with internal and external customers regarding the best product presentation and format. Determines “Best methods” for receiving data and graphic files in multiple formats from numerous team members, both internal & external. Maintains document version control; releases versions as required in applications necessary for team review. Maintains a template & document file	541330ENG 541611 541715 611430 611512
Engineer I	BS/BA degree in engineering discipline (i.e. Electrical, Civil, Computer Science, Industrial, Aeronautical or related field).	2 years	Supports engineering efforts that provides program analysis and evaluation, acquisition and lifecycle management activities, requirements analysis, and conceptual design. May support efforts related to assessing information and data architectures, information and data management, metadata management, and data standardization.	541330ENG 541715

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611430	Professional Services – Training	Professional and Management Development Training		
611512	Professional Services – Training	Flight Training		
Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Engineer II	BS/BA in engineering in any engineering discipline (i.e. Electrical, Civil, Computer Science, Industrial, and Aeronautical) or a related field such as mathematics.	3 years	Supports, with limited supervision, engineering efforts that provide program analysis and evaluation, acquisition and lifecycle management, requirements analysis, conceptual design, system design review, critical design review, integration, testing, and maintenance. May support efforts related to assessing information and data architectures, information and data management, metadata management, and data standardization.	541330ENG 541715
Engineer III	BS/BA in any engineering discipline (i.e. Electrical, Civil, Computer Science, Industrial, and Aeronautical) or a related field such as mathematics.	5 years	Manages individual projects or tasks for engineering efforts that provide program analysis and evaluation, acquisition and lifecycle management, requirements analysis, conceptual design, system design review, critical design review, integration, testing, and maintenance. Applies analytical techniques in gathering data to solve complex technical problems, definition of functional requirements, operations research, modeling, process analysis and design, developing and providing training materials. May supervise the work of less experienced staff members.	541330ENG 541715

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541715	Professional Services – Technical and Engineering Services (non-IT)	Engineering Research and Development and Strategic Planning		
611430	Professional Services – Training	Professional and Management Development Training		
611512	Professional Services – Training	Flight Training		
Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Engineer IV	BS/BA in any engineering discipline (i.e. Electrical, Civil, Computer Science, Industrial, and Aeronautical) or a related field such as mathematics.	8 years	Serves as senior analytical resource on complex engineering programs and tasks. Provides expert knowledge in areas involving program mission and goals analysis, program evaluations, acquisitions planning, requirements analysis and concept development, enterprise data and information management, testing and maintenance, network systems engineering, and information systems security. May direct the activities of less experienced staff members.	541330ENG 541715
Engineer V	BS/BA in any engineering discipline (i.e., Electrical, Civil, Computer Science, Industrial, and Aeronautical) or a related field such as mathematics.	10 years	Provides senior level consulting and advisory services to project teams throughout the systems development lifecycle to ensure technology based solutions are aligned with the business missions and goals, and to provide advice and assist in the analysis, design, implementation and evaluations of initiatives and projects.	541330ENG 541715
Evaluation Advisor - Junior	BA/BS Degree	2 years	Supports projects involving designing, conducting, and managing evaluations of programs, projects, processes, initiatives and systems; provides quality control and oversight for evaluations and ensures the integrity of the methodology, process, and comparability of evaluation findings.	541611 611430 611512
Evaluation Advisor - Mid	BA/BS Degree in Business, Management Engineering, Operations, Research, or related scientific or technical fields.	8 years	Serves as project lead for designing, conducting, and managing evaluations of programs, projects, processes, initiatives and systems; provides quality control and oversight for evaluations and ensures the integrity of the methodology, process, and comparability of evaluation findings. Expert in quantitative and qualitative evaluation methods.	541611 611430 611512

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611430	Professional Services – Training	Professional and Management Development Training		
611512	Professional Services – Training	Flight Training		
Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Evaluation Advisor - Senior	BA/BS Degree in Business, Management Engineering, Operations Research, or related scientific or technical fields.	15 years	Serves as team lead for designing, conducting, and managing evaluations of programs, projects, processes, initiatives and systems; provides quality control and oversight for evaluations and ensures the integrity of the methodology, process, and comparability of evaluation findings. Expert in quantitative and qualitative evaluation methods.	541611 611430 611512
Evaluation/ Performance Monitoring/ Design Training Expert Junior	BA/BS Degree	2 years	Supports the planning and conducting of training workshops on monitoring, evaluation, evaluation and/or design topics for both adult educators and learners. Supports coordination of design, monitoring and/or evaluation training and skills development activities.	541611 611430 611512
Evaluation/ Performance Monitoring/ Design Training Expert Mid	BA/BS Degree	8 years	Responsible for planning and conducting training workshops on monitoring, evaluation, evaluation and/or design topics for both adult educators and learners. Manage and coordinate all design, monitoring and/or evaluation training and skills development activities. May supervise the work of less experienced staff members.	541611 611430 611512
Evaluation/ Performance Monitoring/ Design Training Expert Senior	BA/BS Degree	15 years	Responsible for planning and conducting training workshops on monitoring, evaluation, evaluation and/or design topics for both adult educators and learners. Manage and coordinate all design, monitoring and/or evaluation training and skills development activities. May supervise the work of less experienced staff members.	541611 611430 611512

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541715	Professional Services – Technical and Engineering Services (non-IT)	Engineering Research and Development and Strategic Planning		
611430	Professional Services – Training	Professional and Management Development Training		
611512	Professional Services – Training	Flight Training		
Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Exercise Planner/Trainer I	BA/BS Degree	2 years	Supports analytical work requiring the application of standard techniques and procedures in support of exercise and training projects. Under supervision, assignments may include higher-level work for training/development purposes.	541611
Exercise Planner/Trainer II	BA/BS Degree	4 years	Independently evaluates, selects and applies standard planning, analytical or scientific techniques and procedures for exercise and training projects. Use judgment to make minor adaptations and modifications to solutions. Individuals must also perform work involving conventional plans, investigations, surveys, structures or equipment with relatively few complex features for which there are few precedents. May be individually responsible for a single phase of a project, thus having oversight and responsibility for its successful management.	541611
Facilitator 1	BS/BA in Business, Management, Operations, Research, Engineering, or related scientific or technical fields.	15 years	Manage meeting facilitation efforts, including the planning & design of the meeting, the agenda, the record of meetings, the analysis of data and the final report. May lead group, provide meeting leadership and problem solving techniques.	541611 611430 611512
Facilitator 2	BS/BA in Business, Management, Operations, Research, Engineering, or related scientific or technical fields.	10 years	Develop meeting agendas & materials, provide meeting leadership & problem solving techniques, record meetings, analyze data and prepare final report.	541611 611430 611512

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541611	Professional Services – Business Administrative Services	Management and Financial Consulting, Acquisition and Grants		
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611430	Professional Services – Training	Professional and Management Development Training		
611512	Professional Services – Training	Flight Training		
Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Functional Specialist	BS/BA in technical scientific or functional discipline	8 years	Subject matter specialist in a particular technical or scientific discipline. Applies subject matter knowledge in the analysis of customer programs, survey data, performance measurement, or business processes. May make recommendations for program or process improvements.	541330ENG 541611 541715 611430 611512
Graphic Artist	BA/BS Degree	1 year	Develops graphic artwork in a variety of media to support publication requirements. Produces a variety of artwork, including technical and commercial documentation support assignments, view graph and Senior3mm slide presentations, pamphlets, brochures, and other forms of artwork. Uses perspective, isometric, orthographic, and schematic techniques to prepare technical and nontechnical illustrations and line drawings for slide presentations, view graphics, reports, brochures, etc. Performs conceptual and visualization work. May perform inking and paste-up.	541611
Information Technology Specialist	BA/BS Degree	5 years	Provides expertise in compiling, arranging, storing and retrieval of information to facilitate support of the customer, project, or program. Performs planning, cost analysis on all aspects of large-scale projects. Ensures adherence to policy, procedures, and standards. Assists training of users.	541330ENG 541715
Interviewer	High School Diploma or GED, or equivalent specialized experience and training	2 years	Arrange interviews; provide an introduction to the interview and its subject; ask questions via a set script of questions in an organized and clear way; record interview responses on forms or computer; conduct interviews over the phone; maintain accurate and detailed records.	541611 611430 611512

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541611	Professional Services – Business Administrative Services	Management and Financial Consulting, Acquisition and Grants		
541715	Professional Services – Technical and Engineering Services (non-IT)	Engineering Research and Development and Strategic Planning		
611430	Professional Services – Training	Professional and Management Development Training		
611512	Professional Services – Training	Flight Training		
Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Junior Analyst	BS/BA in Economics, Sociology, Psychology, Engineering, Operations Research, or related scientific or technical fields	5 years	Assists with analytical support in areas such as policy formulation or analysis, program evaluation and assessment, strategic and business planning, and operations research and analysis.	541330ENG 541611 541715 611430 611512
Junior Business Analyst	BS/BA in Business, Management, Operations, Research, Engineering, or related scientific or technical fields.	5 years	Assists with studies, analyses & evaluations related to business processes & organizations, such as requirements analyses, feasibility studies, surveys, performance assessments, business process improvement initiatives, cost/benefit analyses or strategic planning. Under direction, performs research & conducts literature reviews.	541330ENG 541611 541715 611430 611512
Junior Functional Specialist	BS/BA in technical scientific or functional discipline	5 years	Supports the analysis of customer programs, survey data, performance measurement, or business processes. Under direction, may perform research, data collection, cost benefit analysis, editing, or literature or regulation reviews.	541330ENG 541611 541715 611430 611512
Junior Training Developer	BA/BS	2 years	Assists in the assessment, design, and development of training scenarios, approaches, objectives, plans, tools aids, curriculums, and other related technologies.	611430 611512

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541611	Professional Services – Business Administrative Services	Management and Financial Consulting, Acquisition and Grants		
541715	Professional Services – Technical and Engineering Services (non-IT)	Engineering Research and Development and Strategic Planning		
611430	Professional Services – Training	Professional and Management Development Training		
611512	Professional Services – Training	Flight Training		
Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Lead Systems Designer	BS/BA degree in engineering, computer science, mathematics, or related specialty	12 years	Leads systems design related technical projects involving tasks such as working with end users to translate their business requirements into technical specifications, developing design studies and analyses, conducting research and development, configuration management activities, and simulation and modeling. Leads evaluation and selection of appropriate development and data manipulation technologies and tools. May supervise the work of less experienced staff members. May serve as the primary point-of-contact for the customer.	541330ENG 541715
Management Consultant	BA/BS in Business Management, Operations Research, Engineering or related scientific or technical field	15 years	Possess demonstrated knowledge, experience, and ability in the development of solutions, recommendations, or outcomes across multiple complex tasks and/or organizations. Evaluates options in the context of project objectives and contributes to the implementation of strategic direction. Supports project objectives through activities such as conducting interviews, gathering data, and developing recommendations in support of project objectives. Directs the activities of staff.	541611 611430 611512

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<p>Modeling & Simulation Specialist Level I</p>	<p>BA/BS Degree</p>	<p>2 years</p>	<p>Academic training in or operational experience with computer-based modeling. Ability to provide support or research assistance in the development of repeatable and scientifically defensible models and simulations and integrate quantitative and qualitative data. Experienced in data identification, collection, integration, and analysis. Supports the design, development, and implementation of mathematical models and simulations.</p>	<p>541611 611430 611512</p>
<p>Modeling & Simulation Specialist Level II</p>	<p>BA/BS Degree in Business, Management Engineering, Operations Research, or related scientific or technical fields.</p>	<p>8 years</p>	<p>Operational experience in computer-based modeling and simulation. Ability to develop repeatable and scientifically defensible models and simulations and integrate quantitative and qualitative data. Experienced in data identification, collection, integration, and analysis. Expertise in taking data outputs and providing contextual feedback and insight into the theoretical and</p>	<p>541611 611430 611512</p>

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SIN	SIN Category	SIN Description		
541330ENG	Professional Services - Technical and Engineering Services (non-IT)	Engineering Services		
541611	Professional Services – Business Administrative Services	Management and Financial Consulting, Acquisition and Grants		
541715	Professional Services – Technical and Engineering Services (non-IT)	Engineering Research and Development and Strategic Planning		
611430	Professional Services – Training	Professional and Management Development Training		
611512	Professional Services – Training	Flight Training		
Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
			operational meanings of the model and simulation results. Leads the design, development, and implementation of mathematical models and simulations and supervises team members in executing the task.	
Performance Monitoring Specialist - Junior	BA/BS in Business, Management, Operations, Research, Engineering or related scientific or technical field	2 years	Supports activities for performance monitoring projects to include developing performance monitoring plans and frameworks, data collection and management methodologies, measurement tools and methods and plans for evaluation of data.	541611 611430 611512

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Performance Monitoring Specialist - Mid	BA/BS in Business, Management, Operations, Research, Engineering or related scientific or technical field	8 years	Provides expertise in developing and designing performance monitoring systems for programs, projects and processes. Leads or supports performance monitoring projects. Manages and coordinates the approach to performance monitoring including developing performance monitoring plans and frameworks, data collection and management methodologies, measurement tools and methods and plans for evaluation of data. May supervise the work of less experienced staff members.	541611 611430 611512
Performance Monitoring Specialist - Senior	BA/BS in Business, Management, Operations, Research, Engineering or related scientific or technical field	15 years	Expert in developing and designing performance monitoring systems for programs, projects and processes. Manages and coordinates the overall approach to performance monitoring including developing performance monitoring plans and frameworks, data collection and management methodologies, measurement tools and methods and plans for evaluation of data. Supervises the work of less experienced staff members.	541611 611430 611512
Principal Analyst	MS/MA in Economics, Sociology, Psychology, Engineering, Operations Research, or related scientific or technical fields	15 years	Serves as a senior analytical resource on a task. Provides guidance in any of the following: analysis, policy, strategic and business planning, survey design and analysis, performance measurement, operations, or data collection. May provide insight into the business or technical discipline under evaluation. May service as a Principal Investigator or direct the activities of less experienced staff members	541330ENG 541611 541715 611430 611512

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611512	Professional Services – Training	Flight Training		
Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Principal Functional Specialist	BS/BA in technical scientific or functional discipline	20 years	Highly skilled subject matter expert in a particular technical or scientific discipline. Recognized expert in field. May provide analyses of customer programs, survey data, performance measurement, or business processes, or formulate recommendations for program or process improvements.	541330ENG 541611 541715 611430 611512
Process Improvement Analyst	BA/BS in Business, Management, Operations, Research, Engineering or related scientific or technical field	3 years	Supports projects involving analyzing management, organizational and business improvement and modernization initiatives. Supports development of business methods for problem solving, process change and solutions implementation ensuring enterprise-wide integration. Researches, collects and verifies data for development of strategic and operational guidance.	541611 611430 611512
Program Analyst I	BA/BS Degree in Business Administration, Operations Research, or related scientific or technical field	2 years	Provides support to technical, engineering, or operational related analyses of program missions, goals and objectives. Activities include program evaluations, analysis of program effectiveness, requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, and organizational performance assessments. Related duties may include supporting analyses to define program/project status, cost and schedule indicators, project schedule trends, critical path analysis, and schedule optimizations.	541330ENG 541611 541715 611430 611512

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Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Program Analyst II	BA/BS Degree in Business Administration, Operations Research, or related scientific or technical field	3 years	Works with limited supervision as part of a program management team to provide technical, engineering, or operational related analyses of program missions, goals and objectives. Activities include analysis of program effectiveness, requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, organizational performance assessments, special studies and analysis, and training. Reports on data collected regarding program/project status, cost and schedule indicators, project schedule trends, critical path analyses, and schedule optimizations. Identifies potential program/project trends and risks to management.	541330ENG 541611 541715 611430 611512
Program Analyst III	BA/BS in Business Administration, Operations Research, or related scientific or technical field	6 years	Manages projects focused on technical, engineering, or operational related analyses of program missions, goals and objectives. Activities include analysis of program effectiveness and program requirements, cost/cost performance trade-off analysis, feasibility analysis, organizational performance assessments, special studies and analysis, and training and consulting. Offers support to the development of business plans. Can create mathematical models and provide quantitative methods related to business processes/ practices. Supervises the work of less experienced staff.	541330ENG 541611 541715 611430 611512

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Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Program Manager	BA/BS in Business Management, Operations Research, Engineering or related scientific or technical field	15 years	Generally manages larger or more complex projects within a business practice or technical service area, or multiple tasks. Assigns and supervises staff, reviews and approves work products, and serves as the primary project point of contact with the customer.	541330ENG 541611 541715 611430 611512
Programmer	BA/BS Degree in technical, scientific, or functional discipline.	5 years	Encodes, tests, debugs, and documents large scale complex projects. Revises and updates programs and documentation as required. Work with end-users to translate their business requirements into technical specifications. Selects appropriate development and data manipulation technologies and tools. Develop testing routines and test all application code. Document applications under development.	541330ENG 541611 541715 611430 611512
Project Director	BS/BA in technical, scientific, or functional discipline	6 years	Oversees project, assigns personnel, and develops schedule and implementation plans. Meets with project team and customer as necessary	541330ENG 541611 541715 611430 611512
Project Leader	BA/BS Degree in technical, scientific, or functional discipline	8 years	Manages individual projects or tasks, or specific components of larger, more complex projects. Supervises staff and reviews and approves work products. May serve as primary project point-of contact with the customer. Must have or be able to obtain a Secret Clearance.	541330ENG 541611 541715 611430 611512

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Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Project Manager	BA/BS Degree in technical, scientific, or functional discipline	5 years	Manages all aspects of a project involving planning, developing, organizing coordinating and conducting organizational activities. Provides exceptional oral and written communication, critical thinking and analysis, meeting facilitation, and interpersonal skills. May supervise the work of less experienced staff members. May serve as the primary customer point of contact. Must have or be able to obtain a Secret Clearance.	541330ENG 541611 541715 611430 611512
Quality Assurance Specialist	BA/BS degree	5 years	Plans, implements and tests quality methodologies to ensure compliance with quality assurance standards, guidelines, and procedures.	541130ENG 541611 541715
Recorder/Analyst	BS/BA in technical scientific or functional discipline	10 years	Records, interprets & analyses customer requirements related to the successful performance of the project	541330ENG 541611 541715 611430 611512
Research Analyst	BA/BS Degree	4 years	Academic training or on-the-job experience supporting training, exercises, and lessons learned activities. Supports the design and analysis of exercises and real-world operations, including research, data collection, data analysis, performance measurement, and technical writing.	541611
Research Associate	BS/BA in technical scientific or functional discipline	5 years	Recent college graduates in a technical, scientific, or functional discipline who generally have some work experience or additional relevant training. Support Research staff by coordinating, collecting, and managing data in support of analyses.	541330ENG 541611 541715 611430 611512

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Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Research/Technical Assistant	BS/BA in technical scientific or functional discipline	5 years	Entry level position for college graduate in a technical, scientific, or functional discipline. Assists Research staff by coordinating, collecting, and managing data in support of analyses of identified projects. Requires minimal supervision.	541330ENG 541611 541715 611430 611512
Scientist I	BA/BS in a scientific field such as biology, chemistry, nuclear, environmental, physics, mathematics, or other scientific areas.	3 years	Provides technical support for major programs or lifecycle system development activities. Applies scientific analysis in defining and resolving program, system, or operational issues and supports the development of analyses, evaluations, and recommendations for proper implementation of programs or systems.	541330ENG 541715
Scientist II	BA/BS in a scientific field such as biology, chemistry, nuclear, environmental, physics, mathematics, or other scientific areas.	5 years	Serves as the lead or provides primary support for projects involving major programs or lifecycle system development activities. Applies scientific analysis in defining and resolving program, system, or operational issues and supports the development of analyses, evaluations, and recommendations for proper implementation of programs or systems. May supervise the work of less experienced staff members.	541330ENG 541715

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Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Scientist III	BA/BS in a scientific field such as biology, chemistry, nuclear, environmental, physics, mathematics, or other scientific areas.	8 years	Provides technical expertise in a scientific field for projects involving major programs or lifecycle system development activities. May serve as the lead for tasks or projects and serve as the primary technical point of contact for clients. Applies scientific analysis in defining and resolving program, system, or operational issues and supports the development of analyses, evaluations, and recommendations for proper implementation of programs or systems. May supervise the work of less experienced staff members.	541330ENG 541715
Secretary/Clerical/ Technician	High School Diploma or GED	5 years	Provides indirect administrative, clerical & secretarial support services, such as travel arrangements, administrative reporting, scheduling, supply ordering, messaging, word processing & photocopying. Plan and organize logistics for conferences and other major events. Provide direction to division administrative assistants when needed and ensure production standards and administrative procedures are followed	541611 611430 611512
Senior Analyst	MS/MA in Economics, Sociology, Psychology, Engineering, Operations Research, or related scientific or technical fields	10 years	Provides analytical support in areas such as policy formulation or analysis, program evaluation and assessment, strategic and business planning, and operations research and analysis. May provide insight into the business or technical discipline under evaluation. May direct the activities of less experienced staff members.	541330ENG 541611 541715 611430 611512

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Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Senior Business Analyst	BS/BA in Business, Management, Operations, Research, Engineering, or related scientific or technical fields.	12 years	Performs studies, analyses, and evaluations related to business processes and organizations, such as requirements analyses, feasibility studies, surveys, performance assessments, business process improvement initiatives, cost/benefit analyses, or strategic planning. Leverages knowledge of best practices.	541330ENG 541611 541715 611430 611512
Senior Exercise Planner	BA/BS Degree	8 years	Leads the planning and design of training exercises. Facilitates meetings that include senior officials. Directs the activities of less experienced staff members. Ensures project timelines are met.	541611
Senior Facilitator	BA/BS Degree	8 years	Leads the facilitation of training and exercise events of all types which may include senior officials. Provides expert guidance to structure the approach and conduct of the events. Uses industry best practices to engage participants and solicit required feedback to ensure objectives are met. May direct the activities of less experienced staff members.	541611
Senior Functional Specialist	BS/BA in technical scientific or functional discipline	10 years	Subject matter expert in a particular technical or scientific discipline. Leverages subject matter expertise into analyses of customer programs, survey data, performance measurement or business processes, or makes recommendations for program or process improvements.	541330ENG 541611 541715 611430 611512

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Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Senior Game Developer	BA/BS Degree	5 years	Conceptualize, document, and implement core gameplay concepts, game systems, and game content across multiple projects. Contribute substantially and decisively to the evolution of game designs from initial documentation through testing. Related technical skills, such as some background in use of game editors, scripting/programming, and/or 3D tools. Excellent creative and technical writing ability, including dialogue, prose, mission text, and design specifications.	541611
Senior Programmer	BA/BS Degree in technical, scientific, or functional discipline	12 years	Encodes, tests, debugs, and documents program on large-scale, complex projects. Revises and updates programs and documentation as required. Work with end-users to translate their business requirements into technical specifications. Select appropriate development and data manipulation technologies and tools. Develop testing routines and test all application code. Debug applications. Document applications under development. Ensure that project timelines are met.	611430 611512
Senior Research Analyst	BA/BS Degree	6 years	Academic training or on-the-job experience supporting training, exercises, and lessons learned activities. Leads and supports the design and analysis of exercises and real-world operations, including research, data collection, data analysis, performance measurement, and technical writing. May direct the activities of less experienced staff members.	541330ENG 541611 541715 611430 611512

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Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Senior Subject Matter Expert	BA/BS Degree in technical, scientific, or functional discipline	20 years	Highly recognized expert in a particular field. Provides extensive subject area expertise, guidance and expert technical analyses and advice in specific technical or engineering areas to support management, organizational and business decisions for clients. Leads or participates in meetings, task groups, teams, reviews, trainings/exercises, and other environments to assist in collaborative results. Prepares reports, presentations and papers to document findings, opinions and recommendations. Supervises teams in accomplishing tasks and trains subordinate technical staff in the technical aspects of assigned work.	541611
Senior Training Developer	BA/BS Degree	4 years	Leads the assessment, design, and development of training scenarios, approaches, objectives, plans, tools, aids, curricula, and other related technologies. May direct the activities of less experienced staff members.	541330ENG 541611 541715 611430 611512
Software Engineer I	BA/BS degree in engineering, computer science, mathematics, or	2 years	Provides support to engineering projects that includes requirements analysis, acquisitions planning, design analysis, design, programming, software	541611
Software Engineer II	BA/BS degree in engineering, computer science, mathematics, or related specialty	5 years	Leads or provides support to engineering projects that includes requirements analysis, design analysis, acquisitions planning, design, programming, software integration, documentation, test and evaluation, and other technical tasks. Also includes development of software applications. May supervise the work of less experienced staff members.	541330ENG 541715

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Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Software Engineer III	BS/BA degree in engineering, computer science, mathematics, or related specialty	8 years	Leads or provides technical expertise for engineering projects that include requirements analysis, acquisitions planning, design analysis, design, programming, software integration, documentation, test and evaluation, and other technical tasks. Also includes development of software applications. May supervise the work of less experienced staff members.	541330ENG 541715
Sr. Process Improvement Analyst	BA/BS in Business, Management, Operations Research, Engineering or related scientific or technical field	6 years	Guides and assists clients through a wide range of management, organizational and business improvement and modernization initiatives by applying continuous process improvement strategies, methodologies and principals. Develops business methods for problem solving, process change and solutions implementation ensuring enterprise-wide integration. Identifies best practices, assesses performance measurement and researches collects and verifies data and translates it into strategic and operational guidance. Provides group facilitation, interviewing, training and other forms of knowledge transfer.	541330ENG 541715
Strategic Planner	BA/BS degree	5 years	Works with limited supervision as part of a program management team to provide advisory and analytical support for development of strategies, planning and implementation activities associated with fundamental changes in how organizations conduct business.	541330ENG 541715

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Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Subject Matter Expert	BA/BS Degree in technical, scientific, or functional discipline	15 years	Provides subject area expertise, guidance and expert technical analyses and advice in specific technical or engineering areas to support management, organizational and business decisions for clients. Leads or participates in meetings, task groups, teams, reviews, trainings/exercises, and other environments to assist in collaborative results. Prepares reports, presentations and papers to document findings, opinions and recommendations. Supervises teams in accomplishing tasks and trains subordinate technical staff in the technical aspects of assigned work.	541330ENG 541611 541715 611430 611512
Survey Methodologist	BS/BA in technical, scientific, or functional discipline	6 years	Provide technical support related to survey methodology. Work closely with client and project team to develop survey plans. Draft survey proposals and estimate survey project costs. Contribute to questionnaire content and design. Provide methodical input in data analysis and interpretation. Develop survey reports for dissemination. Oversee survey data quality evaluation	541611 611430 611512
Survey Specialist	BA/BS Degree in technical, scientific, or functional discipline	7 years	Develops survey instruments, prepare training materials, and conduct pretests. Manage data collection efforts by training interviewers. Monitor project expenditures and perform project management functions. Participate in qualitative data collection activities such as focus groups and site visits. Must have or be able to obtain a Secret Clearance.	541611 611430 611512

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Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Systems Designer	BA/BS degree BS degree in engineering, computer science, mathematics, or related specialty	8 years	Supports systems design related technical projects involving tasks such as working with end users to translate their business requirements into technical specifications, developing design studies and analyses, conducting research and development, supporting configuration management activities, and simulation and modeling. Revises and updates programs and documentation as required. Supports evaluation and selection of appropriate development and data manipulation technologies and tools.	541330ENG 541715
Systems Engineer I	BA/BS degree in engineering discipline (i.e. Electrical, Civil, Computer Science, Industrial, Aeronautical or related field).	3 years	Supports projects involving analysis of information systems and tools requirements, test and evaluation, technical alternative analyses, and acquisition management. May perform hardware and software analyses to provide comparative data or performance characteristics within the existing environment.	541330ENG 541715
Systems Engineer II	BA/BS degree in engineering discipline (i.e. Electrical, Civil, Computer Science, Industrial, Aeronautical or related field).	5 years	Leads or supports projects involving analysis of information systems and tools requirements, test and evaluation, technical alternative analyses, and acquisition management. May perform hardware and software analyses to provide comparative data or performance characteristics within the existing environment.	541330ENG 541715

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Labor Category	Minimum Education	Minimum Experience	Functional Responsibility	Applicable SINS
Task Leader	BA/BS Degree in technical, scientific, or functional discipline	5 years	Provides technical, administrative and operational leadership to assigned task(s); supervises assigned staff; performs additional duties as assigned. Participates in the development of technical project plans, proposals, reports, and task order and administrative reporting. Must have or be able to obtain a Secret Clearance.	541330ENG 541611 541715 611430 611512
Technical Project Manager	BA/BS in Business Administration, Operations Research, Engineering or related scientific or technical discipline	15 years	Provides engineering and technical expertise to manage larger scale complex projects involving planning, developing, organizing coordinating and conducting organizational activities. Provides exceptional oral and written communication, critical thinking and analysis, meeting facilitation, and interpersonal skills. May supervise the work of less experienced staff members. May serve as the primary technical project customer point of contact.	541330ENG 541715
Web Application Developer	BA/BS Degree	2 years	Formulates/defines scope and objectives of applications and devised or modified procedures to solve complex problems considering computer requirements. Prepares detailed specifications from which programs will be written and designs, codes, tests, debugs, and documents those programs.	541611
Web Based Training Developer	BA/BS Degree	3 years	Conducts the research necessary to design specialized, web-based technology training programs including network engineering, IT systems design, and IT systems implementation. Prepares detailed specifications from which programs will be written and designs, codes, tests, debugs, and documents those programs.	541611