CACI-CMS Professional Services Commercial Pricelist

Effective October 1, 2011

Valid October 1, 2011 through September 30, 2018

Labor Category	Effective 10/1/2011	Effective 10/1/2012	Effective 10/1/2013	Effective 10/1/2014	Effective 10/1/2015	Effective 10/1/2016	Effective 10/1/2017
Administrative Assistant	$ 66.85	$ 70.19	$ 71.94	$ 73.74	$ 75.58	$ 77.47	$ 79.41
Administrative Assistant, Senior	$ 83.86	$ 88.05	$ 90.25	$ 92.51	$ 94.82	$ 97.19	$ 99.62
Applications Engineer, Entry Level	$ 167.75	$ 176.14	$ 180.54	$ 185.05	$ 189.68	$ 194.42	$ 199.28
Applications Engineer, Mid-Level	$ 195.70	$ 205.49	$ 210.63	$ 215.90	$ 221.30	$ 226.83	$ 232.50
Applications Engineer, Senior	$ 239.45	$ 251.42	$ 257.71	$ 264.15	$ 270.75	$ 277.52	$ 284.46
Cable Installer	$ 71.72	$ 75.31	$ 77.19	$ 79.12	$ 81.10	$ 83.13	$ 85.21
Call Center Specialist, Mid-Level	$ 206.64	$ 216.97	$ 222.39	$ 227.95	$ 233.65	$ 239.49	$ 245.48
Call Center Specialist, Senior Level	$ 257.69	$ 270.57	$ 277.33	$ 284.26	$ 291.37	$ 298.65	$ 306.12
Capability Maturity Model Specialist, Entry Level	$ 175.04	$ 183.79	$ 188.38	$ 193.09	$ 197.92	$ 202.87	$ 207.94
Capability Maturity Model Specialist, Mid-Level Level	$ 223.65	$ 234.83	$ 240.70	$ 246.72	$ 252.89	$ 259.21	$ 265.69
Capability Maturity Model Specialist, Senior Level	$ 291.72	$ 306.31	$ 313.97	$ 321.82	$ 329.87	$ 338.12	$ 346.57
Capability Maturity Model Specialist, Expert	$ 387.75	$ 407.14	$ 417.32	$ 427.75	$ 438.44	$ 449.40	$ 460.64
Certified Instructor	$ 363.44	$ 381.61	$ 391.15	$ 400.93	$ 410.95	$ 421.22	$ 431.75
Collaborative Solutions Application Trainer	$ 144.65	$ 151.88	$ 155.68	$ 159.57	$ 163.56	$ 167.65	$ 171.84
Collaborative Solutions System Analyst	$ 176.24	$ 185.05	$ 189.68	$ 194.42	$ 199.28	$ 204.26	$ 209.37
Collaborative Solutions Technical Engineer, Entry Level	$ 144.65	$ 151.88	$ 155.68	$ 159.57	$ 163.56	$ 167.65	$ 171.84
Collaborative Solutions Technical Engineer, Mid-Level	$ 206.64	$ 216.97	$ 222.39	$ 227.95	$ 233.65	$ 239.49	$ 245.48
Collaborative Solutions Technical Engineer, Senior	$ 257.69	$ 270.57	$ 277.33	$ 284.26	$ 291.37	$ 298.65	$ 306.12
Communications Network Specialist, Entry Level	$ 99.68	$ 104.66	$ 107.28	$ 109.96	$ 112.71	$ 115.53	$ 118.42
Communications Network Specialist, Mid-Level	$ 125.20	$ 131.46	$ 134.75	$ 138.12	$ 141.57	$ 145.11	$ 148.74
Communications Network Specialist, Senior	$ 155.59	$ 163.37	$ 167.45	$ 171.64	$ 175.93	$ 180.33	$ 184.84
Computer Operator, Entry Level	$ 55.92	$ 58.72	$ 60.19	$ 61.69	$ 63.23	$ 64.81	$ 66.43
Computer Operator, Mid-Level	$ 69.28	$ 72.74	$ 74.56	$ 76.42	$ 78.33	$ 80.29	$ 82.30
Computer Operator, Senior	$ 79.00	$ 82.95	$ 85.02	$ 87.15	$ 89.33	$ 91.56	$ 93.85
Computer Operations Manager	$ 116.69	$ 122.52	$ 125.58	$ 128.72	$ 131.94	$ 135.24	$ 138.62
Data Entry Clerk, Entry Level	$ 60.78	$ 63.82	$ 65.42	$ 67.06	$ 68.74	$ 70.46	$ 72.22
Data Entry Clerk, Mid-Level	$ 68.07	$ 71.47	$ 73.26	$ 75.09	$ 76.97	$ 78.89	$ 80.86
Data Entry Clerk, Senior	$ 76.58	$ 80.41	$ 82.42	$ 84.48	$ 86.59	$ 88.75	$ 90.97
Database Administrator	$ 195.70	$ 205.49	$ 210.63	$ 215.90	$ 221.30	$ 226.83	$ 232.50
Database Architect	$ 363.44	$ 381.61	$ 391.15	$ 400.93	$ 410.95	$ 421.22	$ 431.75
Enterprise Storage Specialist, Mid-Level	$ 301.44	$ 316.51	$ 324.42	$ 332.53	$ 340.84	$ 349.36	$ 358.09
Enterprise Storage Specialist, Senior Level	$ 402.34	$ 422.46	$ 433.02	$ 443.85	$ 454.95	$ 466.32	$ 477.98
Functional Analyst, Entry level	$ 125.20	$ 131.46	$ 134.75	$ 138.12	$ 141.57	$ 145.11	$ 148.74

Labor Category	Effective 10/1/2011	Effective 10/1/2012	Effective 10/1/2013	Effective 10/1/2014	Effective 10/1/2015	Effective 10/1/2016	Effective 10/1/2017
Functional Analyst, Mid-Level	$ 175.04	$ 183.79	$ 188.38	$ 193.09	$ 197.92	$ 202.87	$ 207.94
Functional Analyst, Senior	$ 223.65	$ 234.83	$ 240.70	$ 246.72	$ 252.89	$ 259.21	$ 265.69
Functional Analyst, Expert	$ 291.72	$ 306.31	$ 313.97	$ 321.82	$ 329.87	$ 338.12	$ 346.57
Helpdesk Technician, Entry Level	$ 68.07	$ 71.47	$ 73.26	$ 75.09	$ 76.97	$ 78.89	$ 80.86
Helpdesk Technician, Mid-Level	$ 86.30	$ 90.62	$ 92.89	$ 95.21	$ 97.59	$ 100.03	$ 102.53
Helpdesk Technician, Senior	$ 106.96	$ 112.31	$ 115.12	$ 118.00	$ 120.95	$ 123.97	$ 127.07
Helpdesk Operations Manager	$ 136.13	$ 142.94	$ 146.51	$ 150.17	$ 153.92	$ 157.77	$ 161.71
Information Engineer, Entry Level	$ 108.18	$ 113.59	$ 116.43	$ 119.34	$ 122.32	$ 125.38	$ 128.51
Information Engineer, Mid-Level	$ 133.71	$ 140.40	$ 143.91	$ 147.51	$ 151.20	$ 154.98	$ 158.85
Information Engineer, Senior	$ 192.06	$ 201.66	$ 206.70	$ 211.87	$ 217.17	$ 222.60	$ 228.17
Information Systems Security Engineer, Mid-Level	$ 206.64	$ 216.97	$ 222.39	$ 227.95	$ 233.65	$ 239.49	$ 245.48
Information Systems Security Engineer, Senior Level	$ 257.69	$ 270.57	$ 277.33	$ 284.26	$ 291.37	$ 298.65	$ 306.12
Internet/Intranet Content Designer	$ 229.73	$ 241.22	$ 247.25	$ 253.43	$ 259.77	$ 266.26	$ 272.92
Internet/Intranet Developer	$ 257.69	$ 270.57	$ 277.33	$ 284.26	$ 291.37	$ 298.65	$ 306.12
JAVA Specialist, Entry Level	$ 268.62	$ 282.05	$ 289.10	$ 296.33	$ 303.74	$ 311.33	$ 319.11
JAVA Specialist, Mid-Level	$ 314.82	$ 330.56	$ 338.82	$ 347.29	$ 355.97	$ 364.87	$ 373.99
JAVA Specialist, Senior	$ 392.62	$ 412.25	$ 422.56	$ 433.12	$ 443.95	$ 455.05	$ 466.43
Javascript Developer, Mid-Level	$ 222.44	$ 233.56	$ 239.40	$ 245.39	$ 251.52	$ 257.81	$ 264.26
Javascript Developer, Senior Level	$ 280.78	$ 294.82	$ 302.19	$ 309.74	$ 317.48	$ 325.42	$ 333.56
Knowledge Management Developer, Entry Level	$ 179.90	$ 188.90	$ 193.62	$ 198.46	$ 203.42	$ 208.51	$ 213.72
Knowledge Management Developer, Mid-Level	$ 249.18	$ 261.64	$ 268.18	$ 274.88	$ 281.75	$ 288.79	$ 296.01
Knowledge Management Developer, Senior Level	$ 350.07	$ 367.57	$ 376.76	$ 386.18	$ 395.83	$ 405.73	$ 415.87
Messaging Technologist	$ 330.61	$ 347.14	$ 355.82	$ 364.72	$ 373.84	$ 383.19	$ 392.77
Microsoft Exchange Server Sr. Systems Architect	$ 330.61	$ 347.14	$ 355.82	$ 364.72	$ 373.84	$ 383.19	$ 392.77
Microsoft Exchange Server Sr. Systems Engineer	$ 257.69	$ 270.57	$ 277.33	$ 284.26	$ 291.37	$ 298.65	$ 306.12
Microsoft Knowledge Engineer	$ 495.93	$ 520.73	$ 533.75	$ 547.09	$ 560.77	$ 574.79	$ 589.16
Microsoft Windows 2000 Senior Systems	$ 257.69	$ 270.57	$ 277.33	$ 284.26	$ 291.37	$ 298.65	$ 306.12
Microsoft Windows NT Senior Systems Architect	$ 330.61	$ 347.14	$ 355.82	$ 364.72	$ 373.84	$ 383.19	$ 392.77
Microsoft Windows NT Senior Systems Engineer	$ 257.69	$ 270.57	$ 277.33	$ 284.26	$ 291.37	$ 298.65	$ 306.12
MobilelWireless Architect, Entry Level	$ 184.76	$ 194.00	$ 198.85	$ 203.82	$ 208.92	$ 214.14	$ 219.49
MobilelWireless Architect, Mid-Level	$ 252.83	$ 265.47	$ 272.11	$ 278.91	$ 285.88	$ 293.03	$ 300.36
MobilelWireless Architect, Senior Level	$ 309.96	$ 325.46	$ 333.60	$ 341.94	$ 350.49	$ 359.25	$ 368.23
MobilelWireless Engineer/Programmer, Entry Level	$ 139.79	$ 146.78	$ 150.45	$ 154.21	$ 158.07	$ 162.02	$ 166.07

Labor Category	Effective 10/1/2011	Effective 10/1/2012	Effective 10/1/2013	Effective 10/1/2014	Effective 10/1/2015	Effective 10/1/2016	Effective 10/1/2017
Mobile/Wireless Engineer/Programmer, Mid-Level	$ 175.04	$ 183.79	$ 188.38	$ 193.09	$ 197.92	$ 202.87	$ 207.94
Mobile/Wireless Engineer/Programmer, Senior Level	$ 241.89	$ 253.98	$ 260.33	$ 266.84	$ 273.51	$ 280.35	$ 287.36
Mobile/Wireless Network Specialist, Entry Level	$ 122.77	$ 128.91	$ 132.13	$ 135.43	$ 138.82	$ 142.29	$ 145.85
Mobile/Wireless Network Specialist, Mid-Level	$ 140.99	$ 148.04	$ 151.74	$ 155.53	$ 159.42	$ 163.41	$ 167.50
Mobile/Wireless Network Specialist, Senior Level	$ 179.90	$ 188.90	$ 193.62	$ 198.46	$ 203.42	$ 208.51	$ 213.72
Multimedia Technician, Mid-Level	$ 99.68	$ 104.66	$ 107.28	$ 109.96	$ 112.71	$ 115.53	$ 118.42
Multimedia Technician, Senior	$ 125.20	$ 131.46	$ 134.75	$ 138.12	$ 141.57	$ 145.11	$ 148.74
Object Oriented Engineer	$ 268.62	$ 282.05	$ 289.10	$ 296.33	$ 303.74	$ 311.33	$ 319.11
Performance Management Analyst, Entry Level	$ 121.55	$ 127.63	$ 130.82	$ 134.09	$ 137.44	$ 140.88	$ 144.40
Performance Management Analyst, Mid-Level	$ 170.17	$ 178.68	$ 183.15	$ 187.73	$ 192.42	$ 197.23	$ 202.16
Performance Management Analyst, Senior Level	$ 222.44	$ 233.56	$ 239.40	$ 245.39	$ 251.52	$ 257.81	$ 264.26
Program Analyst, Entry Level	$ 99.68	$ 104.66	$ 107.28	$ 109.96	$ 112.71	$ 115.53	$ 118.42
Program Analyst, Mid-Level	$ 125.20	$ 131.46	$ 134.75	$ 138.12	$ 141.57	$ 145.11	$ 148.74
Program Analyst, Senior	$ 155.59	$ 163.37	$ 167.45	$ 171.64	$ 175.93	$ 180.33	$ 184.84
Program Manager	$ 206.64	$ 216.97	$ 222.39	$ 227.95	$ 233.65	$ 239.49	$ 245.48
Program Manager, Senior	$ 252.83	$ 265.47	$ 272.11	$ 278.91	$ 285.88	$ 293.03	$ 300.36
Programmer, Entry Level	$ 99.68	$ 104.66	$ 107.28	$ 109.96	$ 112.71	$ 115.53	$ 118.42
Programmer, Mid-level	$ 125.20	$ 131.46	$ 134.75	$ 138.12	$ 141.57	$ 145.11	$ 148.74
Programmer, Senior	$ 155.59	$ 163.37	$ 167.45	$ 171.64	$ 175.93	$ 180.33	$ 184.84
Project Leader	$ 192.06	$ 201.66	$ 206.70	$ 211.87	$ 217.17	$ 222.60	$ 228.17
Scanning Technician, Entry Level	$ 74.14	$ 77.85	$ 79.80	$ 81.80	$ 83.85	$ 85.95	$ 88.10
Scanning Technician, Mid-Level	$ 83.86	$ 88.05	$ 90.25	$ 92.51	$ 94.82	$ 97.19	$ 99.62
Scanning Technician, Senior Level	$ 97.24	$ 102.10	$ 104.65	$ 107.27	$ 109.95	$ 112.70	$ 115.52
Scanning Engineer, Entry Level	$ 116.69	$ 122.52	$ 125.58	$ 128.72	$ 131.94	$ 135.24	$ 138.62
Scanning Engineer, Mid-Level	$ 140.99	$ 148.04	$ 151.74	$ 155.53	$ 159.42	$ 163.41	$ 167.50
Scanning Engineer, Senior Level	$ 203.00	$ 213.15	$ 218.48	$ 223.94	$ 229.54	$ 235.28	$ 241.16
Senior Applications Architect	$ 363.44	$ 381.61	$ 391.15	$ 400.93	$ 410.95	$ 421.22	$ 431.75
SNA/Mainframe Connectivity Specialist	$ 257.69	$ 270.57	$ 277.33	$ 284.26	$ 291.37	$ 298.65	$ 306.12
Systems Analyst/Engineer, Entry Level	$ 99.68	$ 104.66	$ 107.28	$ 109.96	$ 112.71	$ 115.53	$ 118.42
Systems Analyst/Engineer, Mid-Level	$ 125.20	$ 131.46	$ 134.75	$ 138.12	$ 141.57	$ 145.11	$ 148.74
Systems Analyst/Engineer, Senior	$ 155.59	$ 163.37	$ 167.45	$ 171.64	$ 175.93	$ 180.33	$ 184.84
Systems Architect, Entry Level	$ 239.45	$ 251.42	$ 257.71	$ 264.15	$ 270.75	$ 277.52	$ 284.46
Systems Architect, Mid-Level	$ 288.07	$ 302.47	$ 310.03	$ 317.78	$ 325.72	$ 333.86	$ 342.21

Labor Category	Effective 10/1/2011	Effective 10/1/2012	Effective 10/1/2013	Effective 10/1/2014	Effective 10/1/2015	Effective 10/1/2016	Effective 10/1/2017
Systems Architect, Senior	$ 363.44	$ 381.61	$ 391.15	$ 400.93	$ 410.95	$ 421.22	$ 431.75
Systems Technician	$ 155.59	$ 163.37	$ 167.45	$ 171.64	$ 175.93	$ 180.33	$ 184.84
Technical Writer, Mid-Level	$ 93.59	$ 98.27	$ 100.73	$ 103.25	$ 105.83	$ 108.48	$ 111.19
Technical Writer, Senior	$ 123.98	$ 130.18	$ 133.43	$ 136.77	$ 140.19	$ 143.69	$ 147.28
Technician, Entry Level	$ 71.72	$ 75.31	$ 77.19	$ 79.12	$ 81.10	$ 83.13	$ 85.21
Technician, Mid-Level	$ 99.68	$ 104.66	$ 107.28	$ 109.96	$ 112.71	$ 115.53	$ 118.42
Technician, Senior	$ 125.20	$ 131.46	$ 134.75	$ 138.12	$ 141.57	$ 145.11	$ 148.74
Trainer, Mid-Level	$ 123.98	$ 130.18	$ 133.43	$ 136.77	$ 140.19	$ 143.69	$ 147.28
Trainer, Senior	$ 192.06	$ 201.66	$ 206.70	$ 211.87	$ 217.17	$ 222.60	$ 228.17
UNIX Systems Engineer, Entry Level	$ 155.59	$ 163.37	$ 167.45	$ 171.64	$ 175.93	$ 180.33	$ 184.84
UNIX Systems Engineer, Mid-Level	$ 206.64	$ 216.97	$ 222.39	$ 227.95	$ 233.65	$ 239.49	$ 245.48
UNIX Systems Engineer, Senior Level	$ 257.69	$ 270.57	$ 277.33	$ 284.26	$ 291.37	$ 298.65	$ 306.12
UNIX Systems Architect	$ 330.61	$ 347.14	$ 355.82	$ 364.72	$ 373.84	$ 383.19	$ 392.77
Web Content Administrator	$ 222.44	$ 233.56	$ 239.40	$ 245.39	$ 251.52	$ 257.81	$ 264.26
Web Software Developer	$ 280.78	$ 294.82	$ 302.19	$ 309.74	$ 317.48	$ 325.42	$ 333.56
Windows 2000 Senior Systems Architect	$ 340.35	$ 357.37	$ 366.30	$ 375.46	$ 384.85	$ 394.47	$ 404.33
XML Specialist, Entry Level	$ 268.62	$ 282.05	$ 289.10	$ 296.33	$ 303.74	$ 311.33	$ 319.11
XML Specialist, Mid-Level	$ 314.82	$ 330.56	$ 338.82	$ 347.29	$ 355.97	$ 364.87	$ 373.99
XML Specialist, Senior Level	$ 369.52	$ 388.00	$ 397.70	$ 407.64	$ 417.83	$ 428.28	$ 438.99
XML Specialist, Expert	$ 408.41	$ 428.83	$ 439.55	$ 450.54	$ 461.80	$ 473.35	$ 485.18
508 Compliance Specialist, Entry Level	$ 125.20	$ 131.46	$ 134.75	$ 138.12	$ 141.57	$ 145.11	$ 148.74
508 Compliance Specialist, Mid-Level	$ 175.04	$ 183.79	$ 188.38	$ 193.09	$ 197.92	$ 202.87	$ 207.94
508 Compliance Specialist, Senior Level	$ 223.65	$ 234.83	$ 240.70	$ 246.72	$ 252.89	$ 259.21	$ 265.69
508 Compliance Specialist, Expert	$ 291.72	$ 306.31	$ 313.97	$ 321.82	$ 329.87	$ 338.12	$ 346.57

LABOR CATEGORY DESCRIPTIONS

The following equivalencies are established for job title requirements:

Requirement	Equivalency
Bachelor's Degree	Relevant Vendor Certification plus 1 additional year experience; or 4 additional years experience
Master's Degree	Bachelor's Degree plus 4 additional years experience; or Relevant Vendor Certification plus 5 additional years experience; or 8 additional years experience.
Relevant Vendor Certification	2 Years Experience
2 Years Experience	Relevant Vendor Certification

ADMINISTRATIVE ASSISTANT

Minimum/General Experience: Experienced in office administration and developing graphic/artistic presentations for publications and documents. Experienced in using automated word processing, graphics systems and spreadsheet applications. Minimum two years experience. Formal specialized training may be substituted on the basis of one month's training for one month's experience.

Functional Responsibility: Supports program/project management by maintaining personnel and other files, prepares reports, resumes and other contract documentation. Assists in graphics preparation and presentations.

Minimum Education: High School Diploma.

Administrative Assistant, Senior

Minimum/General Experience: Experienced in office administration and developing graphic/artistic presentations for publications and documents. Experienced in using automated word processing, graphics systems and spreadsheet applications. Minimum four years experience. Formal specialized training may be substituted on the basis of one month's training for one month's experience.

Functional Responsibility: Supports program/project management by maintaining personnel and other files, prepares reports, resumes and other contract documentation. Assists in graphics preparation and presentations. May supervise other administrative assistants, as required.

Minimum Education: High School Diploma.

Applications Engineer, Entry Level

Minimum/General Experience: Microsoft or Industry Certified Professional. One (1) year technical development/design experience in complex systems and producing formal implementation plans. Develop and implements applications in Visual Basic, Access, Visual C++, or Internet/Intranet development typically in concert with a Microsoft Back Office Environment.

Functional Responsibilities: Cooperates closely with the development team to translate client descriptions and ideas into workable solutions.

Minimum Education: Two or more years application development experience.

Applications Engineer, Mid-Level

Minimum/General Experience: Microsoft or Industry Certified Professional. Three (3) years technical development/design experience in complex systems and producing formal implementation plans. Develop and implements applications in Visual Basic, Access, Visual C++, or Internet/Intranet development typically in concert with a Microsoft Back Office Environment. Assumes primary responsibility for application design and development; consults with clients to determine needs and meets with clients on an on-going basis throughout application development.

Functional Responsibilities: Cooperates closely with the development team to translate client descriptions and ideas into workable solutions.

Minimum Education: College degree or Industry equivalent experience required.

Applications Engineer, Senior

Minimum/General Experience: Microsoft or Industry Certified Professional. Five (5) years technical development/design experience in complex systems and producing formal implementation plans. Acts as lead developer/team leader in Visual Basic, Access, Visual C++, or Internet/Intranet development typically in concert with a Microsoft Back Office Environment. Assumes primary responsibility for application design and development; consults with clients to determine needs and meets with clients on an on-going basis throughout application development. Supervises programmers and other personnel participating on the development team.

Functional Responsibilities: Works closely with the Project Manager and shares major responsibility in managing the development team and scheduling development assignments. May act as the sole Project Manager, as needed.

Minimum Education: Master's degree in the sciences or business, or Industry equivalent experience.

Cable Installer

Minimum/General Experience: Experienced in laying out and installing network backbone and peripheral cabling and hookups. Troubleshoots and resolves cabling plant problems. Minimum one year experience. Formal specialized training may be substituted on the basis of one month's training for one month's experience.

Functional Responsibility: Cable layout and installation. Hardware hookups.

Minimum Education: High School Diploma.

Call Center Specialist, Mid-Level

Minimum/General Experience: A minimum of three years experience in the assessment, design and set up of help desk/customer support/customer relationship management solutions.

Functional Responsibility: Provide high-end and technical expertise in design, architecture, development and administration.

Minimum Education: Bachelor's degree in computer science, systems engineering, electrical engineering, or related discipline, or industry equivalent experience required.

Call Center Specialist, Senior Level

Minimum/General Experience: A minimum of five years experience in the assessment, design and set up of help desk/customer support/customer relationship management solutions.

Functional Responsibility: Provide high-end and technical expertise in design, architecture, development and administration.

Minimum Education: Master's degree in computer science, systems engineering, electrical engineering, or related discipline, or industry equivalent experience required.

Capability Maturity Model Specialist, Entry Level

Minimum/General Experience: Able to demonstrate experience in one or more areas of systems or software engineering or a support discipline such as configuration management, quality assurance, testing, project management or integrated product engineering.

Functional Responsibility: Responsible for review of existing processes and updates to corporate process descriptions. Participates on assessments and supports development of new and revised processes and institutionalization of processes.

Minimum Education: Bachelor's degree in computer science, software engineering, systems engineering or related information technology discipline and 2 to 3 years experience.

Capability Maturity Model Specialist, Mid-Level

Minimum/General Experience: Able to demonstrate experience in two or more areas of systems or software engineering or a support discipline such as configuration management, quality assurance, testing, project management or integrated product engineering plus 1 to 3 years experience in process improvement activities.

Functional Responsibilities: Responsible for review of existing processes, updates to corporate process descriptions, participates on assessments and supports development of new and revised processes and institutionalization of processes. Establish and maintain process asset repositories; provide consulting support to projects on process improvement in 2 or more areas and may provide training.

Minimum Education: Bachelor's degree in computer science, software engineering, systems engineering or related information technology discipline plus 5 years experience or a Master's Degree plus 3 years experience.

Capability Maturity Model Specialist, Senior-Level

Minimum/General Experience: Able to demonstrate experience in four or more areas of systems or software engineering or a support discipline such as configuration management, quality assurance, testing project management or integrated product engineering plus 3 to 5 years experience in process improvement activities.

Functional Responsibilities: Responsible for review of existing processes, updates to corporate process descriptions, participates on assessments and supports development of new and revised processes and institutionalization of processes. Establishes and maintains process asset repositories; provides consulting support to projects on process improvement in 2 or more areas and may provide training. Trouble-shoots projects, leads assessment teams, provides significant project support in 4 or more process areas. Directs process improvement initiatives, develops and conducts training and leads SEPG activities.

Minimum Education: Master's degree in computer science, software engineering, systems engineering or related information technology discipline plus 10 years of experience.

Capability Maturity Model Specialist, Expert

Minimum/General Experience: Able to demonstrate experience in four or more areas of systems or software engineering or a support discipline such as configuration management, quality assurance, testing project management or integrated product engineering plus 5 to 10 years experience in process improvement activities.

Functional Responsibilities: Responsible for institutionalization of processes. Provides consulting support to projects on process improvement in 4 or more areas. Trouble-shoot projects, leads assessment teams, provides significant project support in 4 or more process areas. Assumes primary responsibility for

process improvement initiatives, corporate training program and SEPG activities. Works with senior management to establish policy and a strategic direction for the process improvement initiative, manage the SEPG Steering Committee. Manages the process improvement budget; plan, direct and monitor process improvement schedules at the corporate level.

Minimum Education: Master's degree in computer science, software engineering, systems engineering or related information technology discipline plus 15 years experience or Ph.D. plus 5 to 10 years experience.

Certified Instructor

Minimum/General Experience: Product Specialist for each product in which the instructor is instructing. Three or more years of instructional experience. Acts as primary instructor for Microsoft or other Manufacturer Certified training. Plans and performs assignments of substantial variety and complexity. Applies specialized knowledge, skills or judgment to a varied and complex sequence of training requirements. Develops customized training courseware and presentation materials. This position requires effective communication.

Functional Responsibilities: Consults with clients to identify specific client training requirements; develops and/or customizes standard course offerings to meet client requirements. Identifies alternatives, develops recommendations, prepares reports. Performs work independently utilizing input from clients to define problems and provide solutions.

Minimum Education: Bachelor's degree or higher in computer science, math, engineering, or operations research or equivalent. Without a degree, a minimum of eight (8) years relevant technical experience required.

Collaborative Solutions Application Trainer

Minimum General Experience: A minimum 5 years experience of ADP Experience in the Information Systems environment and 1 year of Microsoft Exchange/Outlook, Lotus Notes/Domino, Novell GroupWise specific technology experience.

Functional Responsibilities: Prepare training materials, conduct-training programs, technical writing and facilitation and implementation support.

Minimum Education: Bachelor's degree in a preferred discipline of Business, Management, CS/MIS, English, Math.

Collaborative Solutions System Analyst

Minimum General Experience: A minimum of 4 years of ADP experience in the Information Systems environment and 1 year of Microsoft Exchange/Outlook, Lotus Notes/Domino, Novell GroupWise specific technology experience.

Functional Responsibilities: Provide technical support in the areas of design, architecture, development and administration.

Minimum Education: Bachelor's degree in a preferred discipline of Business, Management, CS/MIS, English, and Math.

Collaborative Solutions Technical Engineer, Entry-Level

Minimum General Experience: A minimum 2 years of ADP Experience in the Information Systems environment.

Functional Responsibilities: Provide technical expertise in design, architecture, development and administration.

Minimum Education: Associate's degree in a preferred discipline of CS/MIS.

Collaborative Solutions Technical Engineer, Mid-Level

Minimum General Experience: A minimum 3 years of ADP Experience in the Information Systems environment and 2 years of Microsoft Exchange/Outlook, Lotus Notes/Domino, Novell GroupWise specific technology experience.

Functional Responsibilities: Provide high end and technical expertise in design, architecture, development and administration.

Minimum Education: Bachelor's degree in a preferred discipline of Business, Management, CS/MIS, English, and Math.

Collaborative Solutions Technical Engineer, Senior

Minimum General Experience: A minimum 5 years of ADP Experience in the Information Systems environment and 3 years of Microsoft Exchange/Outlook, Lotus Notes/Domino, Novell GroupWise or technology specific experience.

Functional Responsibilities: Provide high end and technical expertise in design, architecture, development and administration.

Minimum Education: Bachelor's degree in a preferred discipline of Business, Management, CS/MIS, English, and Math.

Communications Network Specialist, Entry-Level

Minimum/General Experience: Experienced in network characteristic analysis, design of network topologies and site configurations, and installation, transition, and cutover of network components. Minimum two years experience. Formal specialized training may be substituted on the basis of one month's training for one month's experience.

Functional Responsibility: Supports network design, installation, and configuration teams.

Minimum Education: Bachelor's Degree in appropriate discipline.

Communications Network Specialist, Mid – Level

Minimum/General Experience: Significant experience in network characteristics analysis, design of network topologies and site configurations, and installation, transition, and cutover of network components. Minimum five years experience.

Functional Responsibility: Supports network design, installation, and configuration teams. Can work independently for medium complexity projects.

Minimum Education: Bachelor's Degree in appropriate discipline.

Communications Network Specialist, Senior

Minimum/General Experience: Strong experience in network characteristics analysis, design of network topologies and site configurations, and installation, transition, and cutover of network components. Minimum seven years experience.

Functional Responsibility: Leads network design, installation, and configuration teams. Can work independently for complex projects.

Minimum Education: Bachelor's Degree in appropriate discipline.

Computer Operator, Entry-Level

Minimum/General Experience: Experienced in computer processing. Understands how programs use computer hardware. Minimum two years experience. Formal specialized training may be substituted on the basis of one month's training for one month's experience.

Functional Responsibility: Monitors, supports and performs computer processing. Coordinates input, output and file media.

Minimum Education: High school diploma.

Computer Operator, Mid-Level

Minimum/General Experience: Significant experience in computer processing including multi-server networks. Understands how programs use computer hardware. Minimum three years experience.

Functional Responsibility: Monitors, supports and performs computer processing. Coordinates input, output and file media.

Minimum Education: Bachelor's degree.

Computer Operator, Senior

Minimum/General Experience: Strong experience in computer processing including multi-server networks and large scale systems. Understands how programs use computer hardware. Minimum five years experience.

Functional Responsibility: Team leader for computer operations support center. Monitors, supports and performs computer processing. Coordinates input, output and file media.

Minimum Education: Bachelor's degree.

Computer Operations Manager

Minimum/General Experience: Strong experience in computer processing operations including multi-server networks and large scale systems. Understands how programs use computer hardware. Supervises computer center operations. Minimum six years experience.

Functional Responsibility: Manager for computer operations support center. Monitors, supports and performs computer processing. Coordinates input, output and file media. Supervises computer center operations.

Minimum Education: Bachelor's degree.

Data Entry Clerk, Entry Level

Minimum/General Experience: Experienced in computer data entry and verification.   Minimum one year experience. Formal specialized training may be substituted on the basis of one month's training for one month's experience.

Functional Responsibility: Performs data entry via on-line data terminal. Verifies data entered, where applicable.

Minimum Education: High school diploma.

Data Entry Clerk, Mid-Level

Minimum/General Experience: Experienced in computer data entry and verification.   Minimum two years experience. Formal specialized training may be substituted on the basis of one month's training for one month's experience.

Functional Responsibility: Performs data entry via on-line data terminal. Verifies data entered, where applicable.

Minimum Education: High school diploma.

Data Entry Clerk, Senior

Minimum/General Experience: Experienced in computer data entry and verification.   Minimum four year experience. Formal specialized training may be substituted on the basis of one month's training for one month's experience. May function as a team leader for a data entry group.

Functional Responsibility: Performs data entry via on-line data terminal. Verifies data entered, where applicable.

Minimum Education: High school diploma.

Database Administrator

Minimum General Experience: Microsoft or Industry Certified Professional. Four (4) years demonstrated performance in related technology, especially creating and managing large and complex databases on a variety of platforms. Familiar with data organization, normalization, and security issues. Has demonstrated experience in one or more of the following: Sybase, Oracle, Informix, Interbase, SQL Server, Access, and/or FoxPro. Has experience in the maintenance and optimization of large mission critical databases. Is familiar with security measures, data and user rights assignments, backup strategies, and report generation.

Functional Responsibilities: Works closely with Project Manager or Development Team Lead to ensure development or analysis remains on schedule.

Minimum Education: Bachelor's degree in the sciences, mathematics, or business Industry equivalent experience.

Database Architect

Minimum/General Experience: Strong background in application of organization or enterprise-wide set of disciplines for the planning, analysis, design, and construction of information systems databases for mainframe and/or client/server databases. Minimum eight years experience.

Functional Responsibility: Responsible for the analysis, engineering, and computational techniques, tools and methodology of mainframe and client/server databases and their environments. Develops problem solutions, database systems design, programming, program design and documentation preparation. Performs physical database architecture design, performance monitoring and tuning, data modeling, normalization, and documentation of standards and procedures. Assists application developers, backup and recovery, and consulting on mainframes and/or client/server database architecture issues. Provides direction and guidance to development teams and other technical functions.

Minimum Education: Master's Degree in appropriate discipline.

Enterprise Storage Specialist, Mid-Level

Minimum/General Experience: Significant background in systems analysis, network design/administration, requirements analysis, or systems development, with emphasis on the implementation of enterprise storage solutions. Minimum of three years experience.

Functional Responsibility: Guides uses in formulating requirements, advises on alternative approaches, conducts feasibility studies, and performs system/network design and/or administration.

Minimum Education: Bachelor's degree in appropriate discipline or industry equivalent experience.

Enterprise Storage Specialist, Senior Level

Minimum/General Experience: Strong background in systems analysis, network design/administration, requirements analysis, or systems development, with emphasis on the implementation of enterprise storage solutions. Minimum of five years experience.

Functional Responsibility: Guides uses in formulating requirements, advises on alternative approaches, conducts feasibility studies, and performs system/network design and/or administration.

Minimum Education: Bachelor's degree in appropriate discipline or industry equivalent experience.

Functional Analyst, Entry-Level

Minimum/General Experience: Experienced or trained in an appropriate area of discipline that works with the customer to determine business processes and to gather requirements. Works with developers with the development of information technology tools in the operations research analysis, requirements analysis, data standardization or network design/analytical model development.

Functional Responsibility: Provides functional support, participates in the development, testing, deployment and training of an application. Responsible for identifying and tracking customer requirements, application testing, software deployment, and training. Provides help desk support to application users on an as needed basis. Organizes Beta tests of the software before each new release.

Minimum Education: Bachelor's degree in appropriate discipline.

Functional Analyst, Mid-Level

Minimum/General Experience: Experienced or trained in an appropriate area of discipline that works with the customer to determine business processes and to gather requirements. Works with developers with the development of information technology tools in the operations research analysis, requirements analysis, data standardization or network design/analytical model development. Minimum 5 years experience

Functional Responsibility: Provides functional support, participates in the development, testing, deployment and training of an application. Responsible for identifying and tracking customer requirements, application testing, software deployment, and training. Provides help desk support to application users on an as needed basis. May organizes Beta tests of the software before each new release. Participated in identifying and tracking customer requirements, application testing, and training customer users. Participates in writing user documentation for software applications including user manuals, requirement specification documents. Participates in deployment of an application, including: demonstration of software, installation of software on desktop computers, desk side training, and trouble shooting user problems.

Minimum Education: Bachelor's degree in appropriate discipline.

Functional Analyst, Senior-Level

Minimum/General Experience: Experienced or trained in an appropriate area of discipline that works with the customer to determine business processes and to gather requirements. Works with developers with the development of information technology tools in the operations research analysis, requirements analysis, data standardization or network design/analytical model development. Minimum 8 years experience.

Functional Responsibility: Responsible for strategic requirements analysis and defining requirements for software development. Responsible for interfacing with developers regarding system design, development and delivery of project status, perform system integrity and functional testing. Participate and lead in planning, design, implementation, deployment and testing of software. Assist program manager with schedules, briefings and contractual issues. Participated in identifying and tracking customer requirements, application testing, and training customers. Participated in deployment of an application, deployment included: demonstration of software, installation of software on desktop computers, desk side training, and trouble shooting user problems.

Minimum Education: Master's Degree in appropriate discipline.

Functional Analyst, Expert

Minimum/General Experience: Experienced or trained in an appropriate area of discipline that assists the development of information technology tools in the operations research analysis, requirements analysis, data standardization or network design/analytical model development.   Minimum 10 years experience.

Functional Responsibility: Application of functional expertise in the development of data standardization, migration planning, model development, requirements analysis, cost analysis or network design for ADP projects.

Minimum Education: Master's Degree in appropriate discipline.

Helpdesk Technician, Entry-Level

Minimum/General Experience: Experienced in computer hardware and software systems.   Minimum six months experience. A+ certification or equivalent may be substituted for experience.

Functional Responsibility: Provides troubleshooting support to a user community employing computer systems and networks. Diagnosis problems and provides applicable remedies.

Minimum Education: High school diploma.

Helpdesk Technician, Mid-Level

Minimum/General Experience: Experienced in computer hardware and software systems.   Minimum one year experience. A+ certification or equivalent may be substituted for experience.

Functional Responsibility: Provides troubleshooting support to a user community employing computer systems and networks. Diagnosis problems and provides applicable remedies. May serve as a team leader in operations

Minimum Education: High school diploma.

Helpdesk Technician, Senior

Minimum/General Experience: Experienced in computer hardware and software systems.   Minimum one year experience. A+ certification or equivalent may be substituted for experience. Understands how programs use computer hardware. May serve as a shift supervisor or lead diagnostician. Minimum three years experience.

Functional Responsibility: Provides troubleshooting support to a user community employing computer systems and networks. Diagnosis problems and provides applicable remedies. May serve as a team leader in operations

Minimum Education: Bachelor's degree.

Helpdesk Operations Manager

Minimum/General Experience: Strong experience in computer hardware and software systems.   A+ certification or equivalent may be substituted for experience. Understands how programs use computer hardware. Manages helpdesk operations. Minimum five years experience.

Functional Responsibility: Manager for helpdesk operations. Monitors, supports and performs computer processing. Coordinates responses to trouble reports. Supervises helpdesk operations.

Minimum Education: Bachelor's degree.

Information Engineer, Entry-Level

Minimum/General Experience: Experienced in application of organization or enterprise-wide set of disciplines for the planning, analysis, design, and construction of information systems or networks. Minimum one year experience.

Functional Responsibility: Uses analytical, engineering, and computational techniques, tools and methodology for problem solutions, information systems design, programming, program design and documentation preparation.

Minimum Education: Bachelor's Degree in appropriate discipline.

Information Engineer, Mid-Level

Minimum/General Experience: Significant background in application of organization or enterprise-wide set of disciplines for the planning, analysis, design, and construction of information systems or networks. Minimum three years experience.

Functional Responsibility: Uses analytical, engineering, and computational techniques, tools and methodology for problem solutions, information systems design, programming, program design and documentation preparation.

Minimum Education: Bachelor's Degree in appropriate discipline.

Information Engineer, Senior-Level

Minimum/General Experience: Strong background in application of organization or enterprise-wide set of disciplines for the planning, analysis, design, and construction of information systems or networks. Minimum five years experience.

Functional Responsibility: Uses analytical, engineering, and computational techniques, tools and methodology for problem solutions, information systems design, programming, program design and documentation preparation.

Minimum Education: Master's Degree in appropriate discipline.

Information Systems Security Engineer, Mid-Level

Minimum/General Experience: Three years experience with security programs, policy development, security life cycle management, and security risk assessment. Experienced in implementing Intrusion Detection Systems, Public Key Infrastructure, and preparing security related documentation for all phases of Security Life Cycle Management.

Functional Responsibility: Provide technical analysis, make recommendations, and implement approaches to solving security problems associated with network access controls, user authentication, and authorization.

Minimum Education: Bachelor's degree in computer science, systems engineering, or electrical engineering, or industry equivalent experience required.

Information Systems Security Engineer, Senior Level

Minimum/General Experience: Five years experience with security programs, policy development, security life cycle management, and security risk assessment. Experienced in implementing Intrusion Detection Systems, Public Key Infrastructure, and preparing security related documentation for all phases of Security Life Cycle Management.

Functional Responsibility: Provides direction and guidance on security matters and to implement information assurance programs for clients.

Minimum Education: Bachelor's degree in computer science, systems engineering, or electrical engineering, or industry equivalent experience required.

Internet/Intranet Content Designer

Minimum/General Experience: Microsoft or Industry Certified Professional. Four (4) years demonstrated performance in related technology, especially creating and managing large and complex systems on a variety of platforms. Has a thorough knowledge of the HTML including vendor specific extensions provided by Netscape and Microsoft. Experienced with issues surrounding the design and layout of graphical objects and text. Familiar with tools available for Internet Content development including Front Page and the Internet for MS Office. Familiar with the Internet Database Connector.

Functional Responsibilities: Works closely with Project Manager or Development Team Lead to ensure development or analysis remains on schedule.

Minimum Education: Bachelor's degree in the sciences, mathematics, or business, or Industry equivalent experience.

Internet/Intranet Developer

Minimum/General Experience: Microsoft or Industry Certified Professional. Four (4) years demonstrated performance in related technology, especially creating and managing large and complex systems on a variety of platforms. Experienced with JAVA, VJ++ and/or VB/Script. A clear understanding and the Active X architecture and the role it plays in Internet development. Knowledgeable about Server-side development using CGI, ISAPI and OLE ISAPI and the Internet Database Connector. Familiar with Internet Studio development.

Functional Responsibilities: Works closely with Project Manager or Development Team Lead to ensure development or analysis remains on schedule.

Minimum Education: Bachelor's degree in the sciences, mathematics, or business, or Industry equivalent experience.

Java Specialist, Entry Level

Minimum/General Experience: Experience or training in the design and development of Internet applications.

Functional Responsibility: Works as member of the programming team to develop test, debug and maintain Internet applications. Prepares required documentation.

Minimum Education: Bachelor's degree in appropriate discipline

Java Specialist, Mid-Level

Minimum/General Experience: Background designing and developing Internet applications using JAVA or other advanced Internet development code. Experience maintaining database management systems, knowledge of computer equipment and ability to develop complex applications to satisfy design objectives. May lead programming teams. Demonstrated ability to work independently or under general direction. Minimum 3 years experience.

Functional Responsibility: Performs requirements analyses. Designs, develops tests, debugs and maintains Internet applications. Prepares required documentation. Streamlines software to improve efficiency. May provide technical direction to other programmers.

Minimum Education: Bachelor's degree in appropriate discipline

Java Specialist, Senior

Minimum/General Experience: Significant background designing and developing Internet applications using JAVA or other advanced Internet development code. Experience developing or maintaining database management systems, knowledge of computer equipment and ability to develop complex

applications to satisfy design objectives. May lead design/programming teams. Demonstrated ability to work independently. Minimum 5 years experience.

Functional Responsibility: Performs requirements analysis. Designs, develops tests, debugs and maintains Internet applications. Prepares required documentation. Streamlines software to improve efficiency. Provides technical direction to other programmers and may lead design/programming teams.

Minimum Education: Bachelor's degree in appropriate discipline

JavaScript Developer, Mid-Level

Minimum/General Experience: Designs, develops, debugs, implements and troubleshoots JavaScript code for components of websites. Works with graphic designers and other members of a project team to develop the site concept, interface design, and architecture of the website. Responsible for interface implementation. Requires strong navigation and site-design instincts. Developmental experience in web-based languages. Background designing and developing Internet applications using Internet tools. Experience maintaining database management systems, knowledge of computer equipment and ability to develop complex applications to satisfy design objectives. May lead programming teams. Demonstrated ability to work independently or under general direction. Minimum 3 years experience.

Functional Responsibility: Performs requirements analyses. Designs, develops, tests, debugs, and maintains Internet applications. Prepares required documentation. Streamlines software to improve efficiency. May provide technical direction to other programmers.

Minimum Education: College degree, preferably in Computer Science or related field, or related industry experience required.

JavaScript Developer, Senior Level

Minimum/General Experience: Designs, develops, debugs, implements and troubleshoots JavaScript code for components of websites. Works with graphic designers and other members of a project team to develop the site concept, interface design, and architecture of the website. Responsible for interface implementation. Requires strong navigation and site-design instincts. Developmental experience in web-based languages. Significant background designing and developing Internet applications using Internet tools. Experience maintaining database management systems, knowledge of computer equipment and ability to develop complex applications to satisfy design objectives. May lead design/programming teams. Demonstrated ability to work independently. Minimum 5 years experience.

Functional Responsibility: Performs requirements analyses. Designs, develops, tests, debugs, and maintains Internet applications. Prepares required documentation. Streamlines software to improve efficiency. Provides technical direction to other programmers and may lead design/programming teams.

Minimum Education: College degree, preferably in Computer Science or related field, or related industry experience required.

Knowledge Management Developer, Entry Level

Minimum/General Experience: Experienced in Web design, pattern matching, application of organized or enterprise-wide set of disciplines for the planning, analysis, design, and construction of information systems or networks. Minimum one year experience.

Functional Responsibility: Uses analytical, engineering, and computational techniques, tools and methodology for problem solutions, information systems design, programming, program design and documentation preparation.

Minimum Education: Bachelor's degree in appropriate discipline.

Knowledge Management Developer, Mid-Level

Minimum/General Experience: Strong background in Web design, pattern matching, application of organized or enterprise-wide set of disciplines for the planning, analysis, design, and construction of information systems or networks. Minimum three years experience.

Functional Responsibility: Uses analytical, engineering, and computational techniques, tools and methodology for problem solutions, information systems design, programming, program design and documentation preparation.

Minimum Education: Bachelor's degree in appropriate discipline.

Knowledge Management Developer, Senior Level

Minimum/General Experience: Strong background in Web design, pattern matching, application of organized or enterprise-wide set of disciplines for the planning, analysis, design, and construction of information systems/networks. Minimum 5 years experience.

Functional Responsibility: Uses analytical, engineering, and computational techniques, tools and methodology for problem solutions, information systems design, programming, program design and documentation preparation.

Minimum Education: Master's degree in appropriate discipline.

Messaging Technologist

Minimum General Experience: Microsoft or Industry Certified Professional. Four (4) years demonstrated performance in related technology, especially creating and managing large and complex systems on a variety of platforms. Familiar with messaging backbones across a broad variety of heterogeneous operating systems and networks. Familiar with TCP/IP, SNA, NETBUI, IPX/SPX, sockets, and other protocols.

Functional Responsibilities: Works closely with Project Manager or Development Team Lead to ensure Development or analysis remains on schedule.

Minimum Education: Bachelor's degree in the sciences, mathematics, or business, or Industry equivalent experience.

Microsoft Exchange Server Senior Systems Architect

Minimum/General Experience: Microsoft Certified System Engineer. Must be certified in the appropriate Microsoft Back Office product and have experience in designing complex systems and producing formal implementation plans. Acts as systems architect/team leader in multi-engineer teams, working on networking and communications projects. Assumes primary responsibility for system design and implementation; consults with clients to determine needs and meets with clients on an on-going basis throughout system development. Performs task analyses to determine resources needed and supervises network and communications engineers and other personnel participating on the systems team. Integrates Microsoft technology within Novell/Banyan Vines/DEC environments.

Functional Responsibilities: Works closely with the Project Manager and shares major responsibility in managing the systems team and scheduling assignments. May act as the sole Project Manager, as needed.

Minimum Education: Master's degree in the sciences or business, or Industry equivalent experience.

Microsoft Exchange Server Senior Systems Engineer

Minimum/General Experience: Microsoft Certified System Engineer. Must be certified in the appropriate Microsoft Back Office product. Acts as senior level technical support working in networking and communications projects. Shall have experience with system network architecture, gateways, bridges, front-end communications processors software protocols, and interfaces. Understands client/server

relationship, mainframes and peripheral equipment associated with complete system integration. Develops plans and performs/supervises assignments of substantial variety and complexity. Integrates Microsoft technology within Novell/Banyan Vines/DEC environments.

Functional Responsibilities: Works closely with the Systems Architect, Program Manager or client and shares major responsibility in managing the systems team and scheduling assignments. May act as the sole Project Manager, as needed.

Minimum Education: College degree or Industry equivalent experience required.

Microsoft Knowledge Engineer

Minimum General Experience: Six (6) to ten (10) years demonstrated performance in related technology, especially creating and/or migrating complex systems on a variety of platforms using existing and emerging Microsoft Technology. Familiar with project management techniques, knowledge engineering techniques and may have experience in data assimilation, organization, and heuristic structures. Experienced in topic such as complex networks, cross-platform integration and large-scale, complex systems design and implementation. This individual will have been formally trained by Microsoft in one or more of the following areas: Microsoft Solutions Framework, Premier Support Services, product futures, and any or all of the Certified Training associated with Microsoft's products. This individual will also be a Microsoft Certified Systems Engineer (MCSE) and/or Solutions Developer (MCSD).

Functional Responsibilities: Works closely with Project Manager as the Microsoft advocate and sole or shared Technical Lead to ensure development or analysis or deployment remains on schedule and in line with the current capabilities and future directions of Microsoft products.

Minimum Education: Bachelor's degree in the sciences, mathematics, or business, or Industry equivalent experience.

Microsoft Windows 2000 Senior Systems Engineer

Minimum/General Experience: Microsoft Certified Systems Engineer. Must be certified in the appropriate Microsoft Back Office product and have experience in the implementation of Windows 2000 networks. Acts as senior level technical support working in networking and communications projects. Shall have experience with system network architecture, gateways, bridges, front-end communications processors, software protocols, and interfaces. Understands client/server relationship, mainframes and peripheral equipment associated with complete system integration. Develops plans and performs/supervises assignments of substantial variety and complexity. Integrates Microsoft technology with Novell/Banyan Vines/DEC environments.

Functional Responsibility: Works closely with the Systems Architect, Program Manager or client and shares major responsibility in managing the systems team and scheduling assignments. May act as the sole Project Manager, as needed.

Minimum Education: College degree or industry equivalent experience required.

Microsoft Windows NT Senior Systems Architect

Minimum/General Experience: Microsoft Certified System Engineer. Must be certified in the appropriate Microsoft Back Office product and have experience in designing complex systems and producing formal implementation plans. Acts as systems architect/team leader in multi-engineer teams, working on networking and communications projects. Assumes primary responsibility for system design and implementation; consults with clients to determine needs and meets with clients on an on-going basis throughout system development. Performs task analyses to determine resources needed and supervises network and communications engineers and other personnel participating on the systems team. Integrates Microsoft technology within Novell/Banyan Vines/DEC environments.

Functional Responsibilities: Works closely with the Project Manager and shares major responsibility in managing the systems team and scheduling assignments. May act as the sole Project Manager, as needed.

Minimum Education: Master's degree in the sciences or business, or Industry equivalent experience.

Microsoft Windows NT Senior Systems Engineer

Minimum/General Experience: Microsoft Certified System Engineer. Must be certified in the appropriate Microsoft Back Office product. Acts as senior level technical support working in networking and communications projects. Shall have experience with system network architecture, gateways, bridges, front-end communications processors software protocols, and interfaces. Understands client/server relationship, mainframes and peripheral equipment associated with complete system integration. Develops plans and performs/supervises assignments of substantial variety and complexity. Integrates Microsoft technology within Novell/Banyan Vines/DEC environments.

Functional Responsibilities: Works closely with the Systems Architect, Program Manager or client and shares major responsibility in managing the systems team and scheduling assignments. May act as the sole Project Manager, as needed.

Minimum Education: College degree or Industry equivalent experience required.

Mobile/Wireless Systems Architect, Entry-Level

Minimum/General Experience: Mobile Wireless Industry Certified Professional. Three (3) years technical development/design experience. Experience in designing LAN/WAN systems, implementation plans, OSI Model and wireless networks. Performs task analyses to determine resources needed. Understands network architectures, enterprise architectures and mobile architectures.

Functional Responsibilities: Works closely with other team members toward timely completion of project design and requirements.

Minimum Education: BS in Computer Science or related Industry degree.

Mobile/Wireless Systems Architect, Mid-Level

Minimum/General Experience: Mobile Wireless Industry Certified Professional or 5 years technical development/design experience. Experience in designing LAN/WAN systems, producing formal implementation plans, OSI Model and wireless networks. Acts as systems architect/team leader in as many as two engineer teams, working on networking and communications projects. Assumes responsibility for system design and implementation; Senior Mobile and Wireless Systems Architect to determine needs and meets on an on-going basis throughout system development. Conveys and determine resources needed to Senior Mobile and Wireless Systems Architect. Understands how to integrate existing network architectures or enterprise architectures with Mobile LAN/WAN.

Functional Responsibilities: Works closely with the Senior Mobile and Wireless Systems Architect and/or Project Manager.

Minimum Education: BS in Engineering, BS in Computer Sciences related to network design, BS in Computer Science focused on Network Architecture or related Industry degree coupled with 5 years of Industry equivalent experience.

Mobile/Wireless Systems Architect, Senior

Minimum/General Experience: Mobile Wireless Industry Certified Professional or 7 years technical development/design experience. Must have experience in designing complex LAN/WAN systems, producing formal implementation plans, OSI model and wireless networks. Acts as systems architect/team leader in multi-engineer teams, working on networking and communications projects. Assumes primary responsibility for system design and implementation; consults with clients to determine needs and meets with clients on an on-going basis throughout system development. Performs task

analyses to determine resources needed and supervises Mobile/Wireless Applications Engineer/Programmer and Mobile/Wireless Communications Network Specialist as well as other personnel participating on the systems team. Integrates existing network architectures or enterprise architectures with Mobile LAN/WAN.

Functional Responsibilities: Works closely with the Project Manager and shares major responsibility in managing the systems team and scheduling assignments. May act as the sole Project Manager, as needed.

Minimum Education: MS in Engineering, MS in Computer Sciences related to network design, MS in Computer Science focused on Network Architecture or related Industry degree coupled with 7 years of Industry equivalent experience.

Mobile/Wireless Applications Eng./Prog., Entry-Level

Minimum/General Experience: Industry Certified Professional. One (1) year technical development/design experience in software design. Understands development in major software languages. Has some experience with C++, C, Palm, interface design tools and/or Java. Works with team members to determine needs throughout application development.

Functional Responsibilities: Works closely other team members to complete effort.

Minimum Education: BS in Computer Science or related field.

Mobile/Wireless Applications Eng./Prog, Mid-Level

Minimum/General Experience: Mobile Wireless Industry Certified Professional. Three (3) years technical development/design experience in software design. Understands development in Visual Basic, Access, Visual C++, C, Palm, Windows CE, Pocket PC, Pen Write Mobile Builder, Code Warrior, interface design tools and/or Java. Consults with Senior Mobile and Wireless Applications Engineer/Programmer to determine needs and meets with Senior Mobile and Wireless Applications Engineer/Programmer on an on-going basis throughout application development.

Functional Responsibilities: Works closely with the Mobile and Wireless Applications Engineer/Programmer and/or Project Manager and participates in scheduling/development assignments.

Minimum Education: BS in Computer Sciences or related field.

Mobile/Wireless Applications Eng./Prog, Senior

Minimum/General Experience: Mobile Wireless Industry Certified Professional. Six (6) years technical development/design experience in Software design. Acts as lead developer/team leader in Visual Basic, Access, Visual C++, C, Palm, Windows CE, Pocket PC, Pen Write Mobile Builder, Code Warrior, interface design tools and/or Java application design. Assumes primary responsibility for application design and development; consults with clients to determine needs and meets with clients on an on-going basis throughout application development. Supervises programmers and other personnel participating on the development team.

Functional Responsibilities: Works closely with the Project Manager and shares major responsibility in managing the development team and scheduling development assignments. May act as the sole Project Manager, as needed.

Minimum Education: BS in Computer Sciences or related field.

Mobile/Wireless Comm. Network Specialist, Entry-Level

Minimum/General Experience: Experienced in network topologies and site configurations, and installation. Minimum 1 year experience.

Functional Responsibility: Design, installation, and configuration. Can work independently for non-complex projects.

Minimum Education: BA in Computer Science or related field

Mobile/Wireless Comm. Network Specialist, Mid-Level

Minimum/General Experience: Experienced in Wireless Access Points, Antennas, OSI model, MAC Layer, network characteristics, design of network topologies and site configurations, and installation, transition, and cutover of network components. A minimum of 3 years experience.

Functional Responsibility: Design, installation, and configuration. Can work independently on complex projects or with Senior Mobile and Wireless Communications Network Specialist.

Minimum Education: BS in Computer Science or related field.

Mobile/Wireless Comm. Network Specialist, Senior

Minimum/General Experience: Strong experience in Wireless Access Points, Antennas, Antenna attenuation, OSI model, MAC Layer/MPDU, network characteristics analysis, design of network topologies and site configurations, and installation, transition, and cutover of network components. A minimum of 5 years experience.

Functional Responsibility: Leads network design, installation, and configuration teams. Can work independently for complex projects.

Minimum Education: BS in Engineering, Computer Science or related field.

Multi Media Technician, Mid-Level

Minimum/General Experience: Significant background in designing presentations, including 2 years experience incorporating audio, video, text and graphics into multi-media presentations.   Must have experience using desktop publishing software and a variety of presentation graphics. Minimum four years experience.

Functional Responsibility: Designs multi and single media presentations and applications. Develops documentation and graphics.

Minimum Education: Bachelor's in technical, fine arts, or other appropriate discipline.

Multi Media Technician, Senior-Level

Minimum/General Experience: Strong background in designing presentations, including 5 years experience incorporating audio, video, text and graphics into multi-media presentations.   Must have experience using desktop publishing software and a variety of presentation graphics. Minimum ten years experience.

Functional Responsibility: Designs multi and single media presentations and applications. Develops documentation and graphics.

Minimum Education: Bachelor's in technical, fine arts, or other appropriate discipline.

Object Oriented Engineer

Minimum General Experience: Microsoft or Industry Certified Professional. Four (4) years demonstrated performance in related technology, especially creating complex systems on a variety of platforms. Familiar with Object Oriented Analysis (OOA), Object Oriented Design (OOD), and Object Oriented Programming (OOP). Has management experience in identifying requirements using structured object oriented analysis techniques, Grady Boosch, Schlaer/Mellor, etc. Experienced with Microsoft Visual C++ and Microsoft Foundation Classes.

Functional Responsibilities: Works closely with Project Manager or Development Team Lead to ensure development or analysis remains on schedule.

Minimum Experience: Bachelor's degree in the sciences, mathematics, or business, or Industry equivalent experience.

Performance Management Analyst, Entry-Level

Minimum/General Experience: Experienced in the application of disciplines, systems and solutions for the design and construction of department and enterprise-wide performance management systems. Minimum one year experience.

Functional Responsibility: Uses analytical and computational techniques, tools and methodology for analyzing performance measurement needs; designing performance management solutions; developing drill-down paths, alternative views and presentation of performance measures; and documentation preparation.

Minimum Education: Bachelor's Degree in appropriate discipline.

Performance Management Analyst, Mid-Level

Minimum/General Experience: Significant background in the application of disciplines, systems and solutions for the design and construction of department and enterprise-wide performance management systems. Minimum three years experience.

Functional Responsibility: Uses analytical and computational techniques, tools and methodology for analyzing performance measurement needs; designing performance management solutions; developing repository (e.g., data marts and/or data warehouses); developing drill-down paths, alternative views and presentation of performance measures; and documentation preparation.

Minimum Education: Bachelor's Degree in appropriate discipline.

Performance Management Analyst, Senior-Level

Minimum/General Experience: Experienced in providing performance management solutions and systems to clients including defining, implementing and institutionalizing performance management within organizations. Strong background in the application of disciplines, systems and solutions for the design and construction of department and enterprise-wide performance management systems. Minimum five years experience.

Functional Responsibility: Uses analytical and computational techniques, tools and methodology for analyzing performance measurement needs; designing performance management solutions; developing repository (e.g., data marts and/or data warehouses); developing drill-down paths, alternative views and presentation of performance measures; and documentation preparation.

Minimum Education: Bachelor's Degree in appropriate discipline.

Program Analyst, Entry-Level

Minimum/General Experience: Experienced or trained in operations research analysis, cost analysis, requirements analysis, data standardization or network design/analytical model development.

Functional Responsibility: Data standardization, migration planning, model development, requirements analysis, cost analysis or network design for ADP projects.

Minimum Education: Bachelor's degree in appropriate discipline.

Program Analyst, Mid-Level

Minimum/General Experience: Significant background in operations research analysis, cost analysis, requirements analysis, data standardization or network design/analytical model development. Minimum 5 years experience

Functional Responsibility: Data standardization, migration planning, model development, requirements analysis, cost analysis or network design for ADP projects.

Minimum Education: Bachelor's degree in appropriate discipline.

Program Analyst, Senior-Level

Minimum/General Experience: Strong background in operations research analysis, cost analysis, requirements analysis, data standardization or network design/analytical model development. Minimum 10 years experience.

Functional Responsibility: Data standardization, migration planning, model development, requirements analysis, cost analysis or network design for ADP projects.

Minimum Education: Master's Degree in appropriate discipline.

Program Manager

Minimum/General Experience: Strong background in systems analysis, requirements development, and/or systems integration or support projects. Minimum 10 years experience with three years recent ADP project management experience.

Functional Responsibility: Technical management of ADP projects. Participates in planning, requirements analysis, provides direction, and responsible for project deliverables.

Minimum Education: Master's Degree in appropriate discipline.

Program Manager, Senior

Minimum/General Experience: Strong background in systems analysis, requirements development, and/or systems integration or support projects. Minimum 15 years experience with three years recent ADP project management experience.

Functional Responsibility: Technical management of ADP projects. Participates in planning, requirements analysis, provides direction, and responsible for project deliverables.

Minimum Education: Master's Degree in appropriate discipline.

Programmer, Entry-Level

Minimum/General Experience: Experienced or trained in design of software tools and subsystems.

Functional Responsibility: Assists design/programming team in interpretation of software requirements and design specifications to code, and integration and testing of software components.

Minimum Education: Bachelor's degree in appropriate discipline.

Programmer, Mid-Level

Minimum/General Experience: Significant experience in applications programming on database management systems, knowledge of computer equipment and ability to develop complex software to satisfy design objectives. Demonstrated ability to work independently or under only general direction. Minimum three years experience.

Functional Responsibility: Analyzes functional business applications and design specifications for functional activities. Develops block diagrams and logic flow charts. Translates detailed design into computer software. Tests, debugs, and refines computer software to produce the required product. Prepares required documentation. Enhances software to reduce operating time, add functionality, or improve efficiency. May provide technical direction to other programmers.

Minimum Education: Bachelor's degree in appropriate discipline.

Programmer, Senior-Level

Minimum/General Experience: Strong experience in applications programming on data-base management systems, knowledge of computer equipment and ability to develop complex software to satisfy design objectives. May lead design/programming teams. Demonstrated ability to work independently or under only general direction. Minimum five years experience.

Functional Responsibility: Analyzes functional business applications and design specifications for functional activities. Develops block diagrams and logic flow charts. Translates detailed design into computer software. Tests, debugs, and refines computer software to produce the required product. Prepares required documentation. Enhances software to reduce operating time, add functionality, or improve efficiency. Provides technical direction to other programmers.

Minimum Education: Bachelor's degree in appropriate discipline.

Project Leader

Minimum/General Experience: Strong background in complete ADP project development and performance, demonstrated ability to provide guidance and direction in the tasks required for project completion, experience in the management and control of funds and resources. Demonstrated increasing responsibilities in ADP systems design, support and/or management. Minimum six years experience.

Functional Responsibility: Technical management of ADP projects. Participates in planning, requirements analysis, provides direction, and responsible for project deliverables. Assists the Program Manager in working with the Government Contracting Officer, COR/COTRs and other government personnel.

Minimum Education: Master's Degree in appropriate discipline.

Scanning Technician, Entry Level

Minimum General Experience: Up to 1 year of Experience in the Document scanning environment.

Functional Responsibilities: Provide expertise in the document conversion processes associated with this contract.

Minimum Education: High School Diploma or equivalent.

Scanning Technician, Mid-Level

Minimum General Experience: 2 to 3 years of Experience in the Document scanning environment.

Functional Responsibilities: Provide expertise in the document conversion processes associated with this contract.

Minimum Education: High School Diploma or equivalent

Scanning Technician, Senior Level

Minimum General Experience: Over 3 years of Experience in the Document processing environment.

Functional Responsibilities: Provide expertise in the document conversion processes associated with this contract.

Minimum Education: High School Diploma or equivalent

Scanning Engineer, Entry Level

Minimum/General Experience: Experienced in application of organization or enterprise-wide set of disciplines for the planning, analysis, design, and construction of information management and retrieval systems or networks as it relates to conversion of hardcopy documents to multimedia sources of records management. Minimum one year experience.

Functional Responsibility: Uses analytical, engineering, and computational techniques, tools and methodology for problem solutions, information systems design, programming, program design and documentation preparation information management and retrieval systems or networks as it relates to conversion of hardcopy documents to multimedia sources of records management..

Minimum Education: Bachelor's Degree in appropriate discipline.

Scanning Engineer, Mid-Level

Minimum/General Experience: Experienced in application of organization or enterprise-wide set of disciplines for the planning, analysis, design, and construction of information management and retrieval systems or networks as it relates to conversion of hardcopy documents to multimedia sources of records management. Minimum three years experience.

Functional Responsibility: Uses analytical, engineering, and computational techniques, tools and methodology for problem solutions, information systems design, programming, program design and documentation preparation information management and retrieval systems or networks as it relates to conversion of hardcopy documents to multimedia sources of records management..

Minimum Education: Bachelor's Degree in appropriate discipline.

Scanning Engineer, Senior Level

Minimum/General Experience: Experienced in application of organization or enterprise-wide set of disciplines for the planning, analysis, design, and construction of information management and retrieval systems or networks as it relates to conversion of hardcopy documents to multimedia sources of records management. Minimum five years experience.

Functional Responsibility: Uses analytical, engineering, and computational techniques, tools and methodology for problem solutions, information systems design, programming, program design and documentation preparation information management and retrieval systems or networks as it relates to conversion of hardcopy documents to multimedia sources of records management.

Minimum Education: Master's Degree in appropriate discipline.

Senior Applications Architect

Minimum/General Experience: Microsoft Certified Solutions Developer. Seven (7) years technical experience in designing complex systems and producing formal implementation plans. Acts as lead developer/team leader in Visual Basic, Access, Visual C++, typically in concert with a Microsoft BackOffice Environment. Assumes primary responsibility for application design and development; consults with clients to determine needs and meets with clients on an on-going basis throughout application development. Supervises programmers and other personnel participating on the development team.

Functional Responsibilities: Works closely with the Project Manager and shares major responsibility in managing the development team and scheduling development assignments. May act as the sole Project Manager, as needed.

Minimum Education: Master's degree in the sciences or business, or Industry equivalent experience.

SNA/Mainframe Connectivity Specialist

Minimum General Experience: Microsoft or Industry Certified Professional. Four to five (4-5) years demonstrated performance in related technology, especially creating and managing large and complex systems on a variety of platforms. Familiar with SNA and other communication protocols. Experienced in data connectivity issues between client/server systems and host-based systems. Familiar with client/host strategies and emulation tools.

Functional Responsibilities: Works closely with Project Manager or Development Team Lead to ensure development or analysis remains on schedule.

Minimum Education: Bachelor's degree in the sciences, mathematics, or business, or Industry equivalent experience.

Systems Analyst/Engineer, Entry-Level

Minimum/General Experience: Experienced or trained in systems analysis, network or software design/administration, requirements analysis, or systems/applications software development.

Functional Responsibility: Guides users in formulating requirements, advises on alternative approaches, conducts feasibility studies, performs system/network design and/or administration.

Minimum Education: Bachelor's degree in appropriate discipline.

Systems Analyst/Engineer, Mid-Level

Minimum/General Experience: Significant background in systems analysis, network or software design/administration, requirements analysis, or systems/applications software development. Minimum three years experience.

Functional Responsibility: Guides users in formulating requirements, advises on alternative approaches, conducts feasibility studies, performs system/network design and/or administration.

Minimum Education: Bachelor's degree in appropriate discipline.

Systems Analyst/Engineer, Senior-Level

Minimum/General Experience: Strong background in systems analysis, network or software design/administration, requirements analysis, or systems/applications software development. Minimum six years experience.

Functional Responsibility: Guides users in formulating requirements, advises on alternative approaches, conducts feasibility studies, performs system/network design and/or administration.

Minimum Education: Bachelor's degree in appropriate discipline.

Systems Architect, Entry Level

Minimum/General Experience: Microsoft or Industry Certified System Engineer. Must be certified in the appropriate Microsoft Back Office products and have experience in designing complex systems and producing formal implementation plans. Implements networking and communications projects. Responsibilities include system design and implementation; consults with clients to determine needs and meets with clients on an on-going basis throughout system development. Performs task analyses to determine resources needed and supervises network and communications engineers and other personnel participating on the systems team at the direction of the Project Leader. Integrates Microsoft/ Novell/ Banyan Vines/ DEC, etc. technologies.

Functional Responsibilities: Applies knowledge to support customer management, technical, and budget requirements.

Minimum Education: College degree or Industry equivalent experience required.

Systems Architect, Mid-Level

Minimum/General Experience: Microsoft or Industry Certified System Engineer. Must be certified in the appropriate Microsoft Back Office products and have experience in designing complex systems and producing formal implementation plans. Acts as systems architect/team leader in multi-engineer teams, working on networking and communications projects. Assumes primary responsibility for system design and implementation; consults with clients to determine needs and meets with clients on an on-going basis

throughout system development. Performs task analyses to determine resources needed and supervises network and communications engineers and other personnel participating on the systems team. Integrates Microsoft/Novell/Banyan Vines/DEC, etc. technologies.

Functional Responsibilities: Works closely with the Project Manager and shares major responsibility in managing the systems team and scheduling assignments. May act as the sole Project Manager, as needed.

Minimum Education: Master's degree in the sciences or business, or Industry equivalent experience.

Systems Architect, Senior

Minimum/General Experience: Microsoft or Industry Certified System Engineer. Must be certified in the appropriate Microsoft Back Office products and have experience in designing complex systems and producing formal implementation plans. Acts as systems architect/team leader in multi-engineer teams, working on networking and communications projects. Assumes primary responsibility for system design and implementation; consults with clients to determine needs and meets with clients on an on-going basis throughout system development. Performs task analyses to determine resources needed and supervises network and communications engineers and other personnel participating on the systems team. Integrates Microsoft/Novell/Banyan Vines/DEC, etc. technologies.

Functional Responsibilities: Works closely with the Project Manager and shares major responsibility in managing the systems team and scheduling assignments. May act as the sole Project Manager, as needed.

Minimum Education: Master's degree in the sciences or business, or Industry equivalent experience.

Systems Technician

Minimum General Experience: Experienced with a specific Microsoft Back Office or Industry Standard Suite technology product. Performs well-defined technical assignments in support of senior personnel. Gathers, organizes and examines data for completeness and accuracy. Generates, revises and updates various documentation and reports. Interfaces with middle management level personnel associated with software, telecommunications, vendors, suppliers and equipment manufacturers, Government agencies, and other entities to carry out tasking.

Functional Responsibilities: Assist other more senior staff personnel in resolving problems and developing solutions.

Minimum Education: College degree or Industry equivalent experience desired.

Technical Writer, Mid-Level

Minimum/General Experience: Significant experience in developing computer systems documentation and/or developing computer applications training materials. Minimum two years experience.

Functional Responsibility: Assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals, and reports. Edits functional descriptions, system specifications, user's manuals, special reports, and other customer deliverables and documents.

Minimum Education: Bachelor's degree in appropriate discipline.

Technical Writer, Senior-Level

Minimum/General Experience: Strong experience in developing computer systems documentation and/or developing computer applications training materials. Minimum five years experience.

Functional Responsibility: Collects and organizes information required for preparation of user's manuals, training materials, installation guides, proposals, and reports. Edits functional descriptions, system specifications, user's manuals, special reports, and other customer deliverables and documents.

Minimum Education: Bachelor's degree in appropriate discipline.

Technician, Entry Level

Minimum/General Experience: Experience or training in PC troubleshooting, PC assembly, operating system and application software installation. Minimum one year experience. Formal specialized training may be substituted on the basis of one month's training for one month's experience.

Functional Responsibility: Performs PC troubleshooting and problem resolution, PC assembly, operating system and application software installation.

Minimum Education: High School Diploma.

Technician, Mid-Level

Minimum/General Experience: Significant background in PC troubleshooting, PC assembly, operating system and application software installation. Must have team leader experience and be able to work with little direction. Minimum four years experience.

Functional Responsibility: Leads network installation/customer support teams. Diagnoses and resolves complex network configuration, design and PC hardware/software problems.

Minimum Education: High School Diploma.

Technician, Senior

Minimum/General Experience: Strong background in PC troubleshooting, PC assembly, operating system and application software installation. Must have team leader experience and be able to work with little direction. Minimum six years experience.

Functional Responsibility: Leads network installation/customer support teams. Diagnoses and resolves complex network configuration, design and PC hardware/ software problems.

Minimum Education: Bachelor's in appropriate discipline.

Trainer, Mid-Level

Minimum/General Experience: Significant experience in designing training curriculum and/or conducting classroom and desk side information systems training. Experience must include developing training material and/or providing training for both COTS software and in-house developed applications.   Must have excellent analytical, organizational and communication skills - both oral and written. Minimum two years experience.

Functional Responsibility: Provides training system/course development, design and analysis. Delivers training courses. Develops training documentation.

Minimum Education: Bachelor's degree in appropriate discipline.

Trainer, Senior

Minimum/General Experience: Strong experience in designing training curriculum and conducting classroom and deskside information systems training. Experience must include developing training material and providing training for both COTS software and in-house developed applications.   Must be strong in analytical, organizational and communication skills - both oral and written. Minimum four years experience.

Functional Responsibility: Provides training system/course development, design and analysis. Delivers training courses. Develops training documentation.

Minimum Education: Master's degree in appropriate discipline.

UNIX Systems Engineer, Entry Level

Minimum/General Experience: Acts as entry-level technical support working in networking and communications projects. Serves as a technical consultant or member of multi-engineer teams, working on networking and communications projects. Performs task analyses to determine resources needed and supervises network and communications engineers and other personnel participating on the systems team. Integrates Unix technology with other operating systems as appropriate. Requires at least 1 years experience in Unix internals and administration in one Unix environment including, but not limited to: Solaris, AIX, HP/UX, SCO, and Linux. Must be proficient in at least three of the following: TCP/IP, NFS, NIS, RDMS, Unix shells, system performance management, system and network security, cluster computing, storage management, large-scale UNIX servers, or systems integration. Understands client/server relationship and peripheral equipment associated with complete system integration.

Functional Responsibility: Performs tasks as may be assigned by the Program Manager and supervisory personnel. May act as the sole Project Manager, as needed.

Minimum Education: College degree or Industry equivalent experience required.

UNIX Systems Engineer, Mid-Level

Minimum/General Experience: Acts as mid-level technical support working in networking and communications projects. Serves as a technical consultant or member of multi-engineer teams, working on networking and communications projects. Assumes responsibility for system implementation; consults with clients as directed by superiors to determine needs and meets with clients on an on-going basis throughout system development   Performs task analyses to determine resources needed and supervises network and communications engineers and other personnel participating on the systems team integrates Unix technology with other operating systems as appropriate. Develops plans and performs/supervises diverse assignments advanced complexity. Requires at least 2 years' experience in Unix internals and administration in one Unix environment including, but not limited to: Solaris, AIX, HP/UX, SCO, and Linux. Must be proficient in three of the following: TCP/IP, NFS, NIS, RDMS, Unix shells, system performance management, system and network security, cluster computing, storage management, large-scale UNIX servers, or systems integration. Shall have experience with system network architecture, gateways, bridges, front-end communications processors software protocols, and interfaces. Understands client/server relationship, mainframes and peripheral equipment associated with complete system integration. Develops plans and performs/supervises assignments of substantial variety and complexity. Integrates Unix technology within other operating system environments as appropriate.

Functional Responsibility: Works closely with the Systems Architect, Senior System Engineer, or Program Manager. May act as the sole Project Manager, as appropriate.

Minimum Education: College degree or Industry equivalent experience required.

UNIX Systems Engineer, Senior Level

Minimum/General Experience: Acts as senior-level technical support working in networking and communications projects. Serves as a senior technical consultant or leader of multi-engineer teams, working on networking and communications projects. Assumes responsibility for system design and implementation; consults with clients to determine needs and meets with clients on an on-going basis throughout system development. Performs task analyses to determine resources needed and supervises network and communications engineers and other personnel participating on the systems team Integrates Unix technology with other operating systems as appropriate. Develops plans and performs/supervises diverse assignments advanced complexity. Requires at least 5 years' experience in Unix internals and administration in multiple Unix environments including, but not limited to: Solaris, AIX, HP/UX, SCO, and Linux. Must be proficient in several common facets of Unix engineering including: TCP/IP, NFS, NIS, RDMS, Unix shells, system performance management, system and network security, cluster

computing, storage management, large-scale UNIX servers, or systems integration. Shall have experience with system network architecture, gateways, bridges, front-end communications processors software protocols, and interfaces. Understands client/server relationship, mainframes and peripheral equipment associated with complete system integration.

Functional Responsibility: Works closely with the Systems Architect, Program Manager or client and shares major responsibility in managing the systems team and scheduling assignments. May act as the sole Project Manager, as needed.

Minimum Education: College degree or Industry equivalent experience required.

UNIX Systems Engineer, Architect

Minimum/General Experience: Must be highly experienced in designing complex systems and producing formal implementation plans. Acts as systems architect/team leader in multi-engineer teams, working on networking and communications projects. Assumes primary responsibility for system design and implementation; consults with clients to determine needs and meets with clients on an on-going basis throughout system development. Performs task analyses to determine resources needed and supervises network and communications engineers and other personnel participating on the systems team. Integrates Unix technology with other operating systems as appropriate. Develops plans and performs/supervises diverse assignments advanced complexity. Requires at least 8 years' experience in Unix internals and administration in multiple Unix environments including, but not limited to: Solaris, AIX, HP/UX, SCO, and Linux. Must be highly proficient in TCP/IP, NFS, NIS, RDMS, Unix shells, system performance management, system and network security, cluster computing, storage management, large-scale UNIX servers, or systems integration. Shall have experience with system network architecture, gateways, bridges, front-end communications processors software protocols, and interfaces. Understands client/server relationship, mainframes and peripheral equipment associated with complete system integration.

Functional Responsibility: Works closely with the Project Manager and shares major responsibility in managing the systems team and scheduling assignments. May act as the sole Project Manager as needed.

Minimum Education: Master's degree in the sciences or business, or industry equivalent experience required.

Web Content Administrator

Minimum/General Experience: Responsible for developing and utilizing content to facilitate user access to a website. Researches, gathers and edits information to be used by the website. Maintains website content and assists clients with website optimization. Requests and implements customer input for website improvements. Requires experience in web page design, using software codes (i.e., HTML, CGI, and JavaScript), and web graphics types/standards. Experience or training required in the design and development of Internet applications.

Functional Responsibility: Works as member of the programming team to develop test, debug, and maintain Internet applications. Prepares required documentation.

Minimum Education: College degree, preferably in Communications, English, Graphic Design, Journalism or related field, or related industry experience required.

Web Software Developer

Minimum/General Experience: Designs, develops, debugs, implements and troubleshoots software code (i.e., HTML, CGI, and JavaScript) for components of websites. Works with graphic designers and other members of a project team to develop the site concept, interface design, and architecture of the website. Responsible for interface implementation. Requires strong navigation and site-design instincts. Developmental experience in web-based languages. Background designing and developing Internet

applications using Internet tools. Experience maintaining database management systems, knowledge of computer equipment and ability to develop complex applications to satisfy design objectives. May lead programming teams. Demonstrated ability to work independently or under general direction. Minimum 3 years experience.

Functional Responsibility: Performs requirements analyses. Designs, develops, tests, debugs, and maintains Internet applications. Prepares required documentation. Streamlines software to improve efficiency. May provide technical direction to other programmers.

Minimum Education: College degree, preferably in Computer Science or related field, or related industry experience required.

Windows 2000 Senior Systems Architect

Minimum/General Experience: Microsoft Certified Systems Engineer. Must be certified in the appropriate Microsoft Back Office product and have experience in the implementation of Windows 2000 networks. Acts as senior level technical support working in networking and communications projects. Shall have experience with system network architecture, gateways, bridges, front-end communications processors, software protocols, and interfaces. Understands client/server relationship, mainframes and peripheral equipment associated with complete system integration. Develops the appropriate architecture, plans and performs/supervises assignments of substantial variety and complexity. Integrates Microsoft technology with Novell/Banyan Vines/DEC environments.

Functional Responsibility: Works closely with the Program Manager or client and shares major responsibility in developing and managing the systems team and scheduling assignments. May act as the sole Project Manager, as needed.

Minimum Education: College degree or industry equivalent experience required.

XML Specialist, Entry Level

Minimum/General Experience: Experience writing, modifying, and implementing XML code. Experience or training in the design and development of Internet applications.

Functional Responsibility: Works as member of the programming team to develop test, debug and maintain Internet applications. Prepares required documentation.

Minimum Education: Bachelor's degree in appropriate discipline or equivalent industry experience required.

XML Specialist, Mid-Level

Minimum/General Experience: Background designing and developing Internet applications using XML or other software languages and Internet development tools. Experience maintaining database management systems, knowledge of computer equipment and ability to develop complex applications to satisfy design objectives. May lead programming teams. Demonstrated ability to work independently or under general direction. Minimum 3 years experience.

Functional Responsibility: Performs requirements analyses. Designs, develops, tests, debugs and maintains Internet applications. Prepares required documentation. Streamlines software to improve efficiency. May provide technical direction to other programmers.

Minimum Education: Bachelor's degree in appropriate discipline or equivalent industry experience required.

XML Specialist, Senior

Minimum/General Experience: Significant background designing and developing Internet applications using XML or other software languages and Internet development tools. Experience developing or maintaining

database management systems, knowledge of computer equipment and ability to develop complex applications to satisfy design objectives. May lead design/programming teams. Demonstrated ability to work independently. Minimum 5 years experience.

Functional Responsibility: Performs requirements analysis. Designs, develops tests, debugs and maintains Internet applications. Prepares required documentation. Streamlines software to improve efficiency. Provides technical direction to other programmers and may lead design/programming teams.

Minimum Education: Bachelor's degree in appropriate discipline or equivalent industry experience required.

XML Specialist, Expert

Minimum/General Experience: Significant background designing and developing Internet applications using XML or other software languages and Internet development tools. Experience developing or maintaining database management systems, knowledge of computer equipment and ability to develop complex applications to satisfy design objectives. May lead design/programming teams. Demonstrated ability to work independently. Minimum 7 years experience.

Functional Responsibility: Performs requirements analysis. Designs, develops tests, debugs and maintains Internet applications. Prepares required documentation. Streamlines software to improve efficiency. Provides technical direction to other programmers and may lead design/programming teams.

Minimum Education: Bachelor's degree in appropriate discipline or equivalent industry experience required.

508 Compliance Specialist, Entry Level

Minimum/General Experience: Experience writing, modifying, and implementing HTML code and other software languages, also Internet application interface development tools. Training in the design and development of Internet and/or traditional software applications.

Functional Responsibility: Works as member of the usability or programming team to test and evaluate software interfaces (web or conventional applications) for compliance with usability and government accessibility guidelines. May be involved in support of development, testing and maintenance of applications. Prepares required documentation.

Minimum Education: Bachelor's degree in appropriate discipline or equivalent industry experience required.

508 Compliance Specialist, Mid-Level

Minimum/General Experience: Understanding of and experience with usability and accessibility principles and use of commercially available compliance assessment tools. Experience with and application of compliance accommodation software plug-ins. Background in the design of Internet applications using HTML or other software languages and Internet application interface development tools. May lead interface development teams. Demonstrated ability to work independently or under general direction. Minimum 3 years experience.

Functional Responsibility: Performs technical and user requirements analyses. Conducts usability and accessibility evaluations using standard principles and guidelines. Works with programmers and developers in design and development of compliant user interfaces and software. Conducts compliance testing of web sites, Internet applications and conventional software applications. Prepares required documentation. May provide technical direction in application of accessibility plug-ins to programmers.

Minimum Education: Bachelor's degree in appropriate discipline or equivalent industry experience required.

508 Compliance Specialist, Senior

Minimum/General Experience: Significant background in facilitating focus groups and conducting usability and accessibility evaluation sessions with appropriate user populations. Experience in design and implementation of compliant interfaces for both Internet and traditional applications. Experience with using HTML or other software languages and Internet development tools and in following operating environment conventions for accessibility user agents. . Ability to design complex applications to satisfy user needs and compliance design objectives. May lead usability/compliance teams. Demonstrated ability to work independently. Minimum 5 years experience.

Functional Responsibility: Leads usability and accessibility evaluations and requirements analysis using standard principles and guidelines. Leads programmers and developers in design and development of compliant user interfaces and software. Directs conducts compliance testing of web sites, Internet applications and conventional software applications. Prepares required documentation. Provides technical direction in application of accessibility plug-ins for assistive technologies to programmers and design teams.

Minimum Education: Bachelor's degree in appropriate discipline or equivalent industry experience required.

508 Compliance Specialist, Expert

Minimum/General Experience: Significant background in facilitating focus groups and conducting usability and accessibility evaluation sessions with appropriate user populations. Experience in design and implementation of compliant interfaces for both Internet and traditional applications. Experience with using HTML or other software languages and Internet development tools, and in applying operating environment conventions for accessibility user agents. Ability to design complex applications to satisfy user needs and compliance design objectives. May lead usability/design/programming teams. Demonstrated ability to work independently. Minimum 7 years experience.

Functional Responsibility: Leads usability and accessibility evaluations and requirements analysis using standard principles and guidelines. Leads programmers and developers in design and development of compliant user interfaces and software. Directs conducts compliance testing of web sites, Internet applications and conventional software applications. Prepares required documentation. Provides technical direction in application of accessibility plug-ins for assistive technologies to programmers and design teams.

Minimum Education: Master's degree in appropriate discipline or equivalent industry experience required.