



GENERAL SERVICES ADMINISTRATION

AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST

Multiple Award Schedule – Category H – Professional Services

CONTRACT NUMBER: 47QRAA19D009Y

CONTRACT PERIOD: 07/08/2019 - 07/07/2024

Current as of Modification PA-0002, dated 08/26/19

CONTRACTOR: Ascension Global Solutions, LLC
218 Rangeway Rd, Unit 292
North Billerica, MA 01862
Tel: (781) 248-6013
Web: www.ascensionsgs.com

CONTRACT ADMINISTRATOR: Bert Rogers
Chief Operations Officer
218 Rangeway Rd, Unit 292
North Billerica, MA 01862
Tel: (781) 254-9020
brogers@ascensionsgs.com

BUSINESS SIZE: Small Business
Woman-Owned Small Business
Veteran-Owned Small Business
Service-Disabled Veteran-Owned Small Business

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

For more information on ordering from this Federal Supply Schedule contract, please visit: www.gsa.gov/schedules

Contractor Information

1a. TABLE OF AWARDED SPECIAL ITEM NUMBERS (SINs):

SIN	Recovery SIN	SIN Description
541420	541420RC	Engineering System Design and Integration Services
541715	541715RC	Engineering Research and Development and Strategic Planning
541330ENG	541330ENGR	Engineering Services
541611	541611RC	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
541614SVC	541614SVCRC	Supply and Value Chain Management
OLM	OLMRC	Order-Level Materials

1b. **LOWEST PRICED MODEL NUMBER AND PRICE FOR EACH AWARDED SIN:** *See Appendix A*

1c. **HOURLY RATES (Services only):** *See Appendix A*

2. **MAXIMUM ORDER THRESHOLD:** *\$1,000,000*

3. **MINIMUM ORDER THRESHOLD:** *\$100.00*

4. **GEOGRAPHIC COVERAGE:** *50 States, DC*

5. **POINT(S) OF PRODUCTION:** *North Billerica, MA*

6. **DISCOUNT FROM BEST MARKET RATE:** *GSA Net Prices can be found in Pricing Matrixes (below). Negotiated discounts have been applied and the Industrial Funding Fee has been added.*

7. **QUANTITY DISCOUNT(S):** *None*

8. **PROMPT PAYMENT TERMS:** *Net 30*

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

9.a **Government Purchase Cards will be accepted at or below the micro-purchase threshold.**

9.b **Government Purchase Cards will NOT be accepted above the micro-purchase threshold.**

10. **FOREIGN ITEMS:** *None*

11a. **TIME OF DELIVERY:** *30 Days ARO*

11b. **EXPEDITED DELIVERY:** *Contact Contractor if Available*

11c. **OVERNIGHT AND 2-DAY DELIVERY:** *Contact Contractor if Available*

11d. **URGENT REQUIREMENTS:** *Agencies can contact the Contractor's representative to affect a faster delivery. Customers are encouraged to contact the Contractor for the purpose of requesting accelerated delivery.*

12. **FOB POINT:** *N/A*

13a. **ORDERING ADDRESS:** *Ascension Global Solutions, LLC
ATTN: Bert Rogers
218 Rangeway Rd, Unit 292
North Billerica, MA 01862*

13b. ORDERING PROCEDURES: *Ordering Activities shall use the ordering procedures described in Federal Acquisition Regulation 8.405-3 when placing an order or establishing a BPA for supplies or services. The ordering procedures, information on Blanket Purchase Agreements (BPA's) and a sample BPA can be found at the GSA/FSS Schedule Homepage (www.fss.gsa.gov/schedules).*

14. PAYMENT ADDRESS: *Ascension Global Solutions, LLC
ATTN: Bert Rogers
218 Rangeway Rd, Unit 292
North Billerica, MA 01862*

15. WARRANTY PROVISION: *Standard Commercial*

16. EXPORT PACKING CHARGES: *None*

17. TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE: *None*

18. TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR (IF APPLICABLE): *Not Applicable*

19. TERMS AND CONDITIONS OF INSTALLATION (IF APPLICABLE): *Not Applicable*

20. TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES (IF AVAILABLE): *Not Applicable*

20a. TERMS AND CONDITIONS FOR ANY OTHER SERVICES (IF APPLICABLE): *Not Applicable*

21. LIST OF SERVICE AND DISTRIBUTION POINTS (IF APPLICABLE): *Not Applicable*

22. LIST OF PARTICIPATING DEALERS (IF APPLICABLE): *Not Applicable*

23. PREVENTIVE MAINTENANCE (IF APPLICABLE): *Not Applicable*

24a. SPECIAL ATTRIBUTES SUCH AS ENVIRONMENTAL ATTRIBUTES (e.g. recycled content, energy efficiency, and/or reduced pollutants): *Not Applicable*

24b. SECTION 508 COMPLIANCE FOR ELECTRONIC AND INFORMATION TECHNOLOGY (EIT): *Compliant.
The EIT standards can be found at: www.Section508.gov/.*

25. DUNS NUMBER: *080180133*

26. NOTIFICATION REGARDING REGISTRATION IN SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE: *Contractor has an active registration in the System for Award Management (SAM) database.*

Appendix A – Price List

GSA Pricing with IFF:

SIN(s)	Labor Category	7/8/19-7/7/20	7/8/20-7/7/21	7/8/21-7/7/22	7/8/22-7/7/23	7/8/23-7/7/24
541611	Administrator I**	\$ 40.30	\$ 41.19	\$ 42.10	\$ 43.02	\$ 43.97
541611	Administrator III	\$ 56.42	\$ 57.66	\$ 58.93	\$ 60.23	\$ 61.55
541611, 541420, 541715, 541330ENG, 541614SVC	Program Manager I	\$ 70.53	\$ 72.08	\$ 73.67	\$ 75.29	\$ 76.94
541611, 541420, 541715, 541330ENG, 541614SVC	Program Manager II	\$ 88.66	\$ 90.62	\$ 92.61	\$ 94.65	\$ 96.73
541611, 541420, 541715, 541330ENG, 541614SVC	Program Manager III	\$ 103.52	\$ 105.79	\$ 108.12	\$ 110.50	\$ 112.93
541611, 541420, 541715, 541330ENG, 541614SVC	Analyst I	\$ 65.49	\$ 66.93	\$ 68.40	\$ 69.91	\$ 71.45
541611, 541420, 541715, 541330ENG, 541614SVC	Analyst II	\$ 74.06	\$ 75.68	\$ 77.35	\$ 79.05	\$ 80.79
541611, 541420, 541715, 541330ENG, 541614SVC	Analyst III	\$ 88.74	\$ 90.69	\$ 92.68	\$ 94.72	\$ 96.81
541611, 541420, 541715, 541330ENG	Engineering Technician I	\$ 54.41	\$ 55.61	\$ 56.83	\$ 58.08	\$ 59.36
541611, 541420, 541715, 541330ENG	Engineer I	\$ 70.97	\$ 72.53	\$ 74.13	\$ 75.76	\$ 77.43
541611, 541420, 541715, 541330ENG, 541614SVC	Functional Specialist I	\$ 57.55	\$ 58.82	\$ 60.11	\$ 61.43	\$ 62.79
541611, 541420, 541715, 541330ENG, 541614SVC	Functional Specialist II	\$ 70.53	\$ 72.08	\$ 73.67	\$ 75.29	\$ 76.94
541611, 541420, 541715, 541330ENG, 541614SVC	Functional Specialist III	\$ 81.06	\$ 82.84	\$ 84.66	\$ 86.53	\$ 88.43
541611, 541420, 541715, 541330ENG, 541614SVC	Subject Matter Expert I	\$ 110.83	\$ 113.27	\$ 115.76	\$ 118.31	\$ 120.91
541611, 541420, 541715, 541330ENG, 541614SVC	Subject Matter Expert II	\$ 125.94	\$ 128.72	\$ 131.55	\$ 134.44	\$ 137.40
541611, 541420, 541715, 541330ENG, 541614SVC	Subject Matter Expert III	\$ 140.10	\$ 143.18	\$ 146.33	\$ 149.55	\$ 152.84

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

SCA Matrix		
SCA Eligible Labor Category	SCA Equivalent Code Title	Wage Determination No.
Administrator I	01311 - Secretary I	WD 15-4049

Appendix B – Labor Category Descriptions

Administrator I

Education: High School Diploma

Experience: Minimum two (2) years of experience

Daily job duties: Administrator I operates under the direct supervision or task management of a more senior Administrator, Office Manager or Program Manager to perform routine administrative support tasks such as answering phones, greeting visitors, maintaining schedules, filing, typing, etc. Performs a full range of administrative support tasks, from basic receptionist and visitor control tasks to the preparation, coordination and publication of a wide variety of documents, graphics, presentations, spreadsheets, schedules, and other administrative products. The work requires knowledge of administrative principles, policies, and procedures, and the application of a variety of automated and non-automated tools, forms and templates. Administrators must be able to communicate verbally and non-verbally in a clear, concise and professional manner, exercising the decorum required of a professional work environment.

Administrator III

Education: Bachelor's Degree or equivalent

Experience: Minimum of seven (7) years of experience

Daily job duties: Administrator III Operates with broad direction only and may manage administrative teams, applying a deep knowledge of administrative processes, procedures, tools and protocol to perform a robust range of administrative tasks, such as maintaining executive schedules and communication, overseeing the administrative operations of a large office or organization, and coordinating large events requiring substantial discretion and attention to protocol. Performs a full range of administrative support tasks, from basic receptionist and visitor control tasks to the preparation, coordination and publication of a wide variety of documents, graphics, presentations, spreadsheets, schedules, and other administrative products. The Administrator may be responsible to track and validate company or client technical or financial information, establish and maintain files, prepare reports and monitor deliverables, ensuring quality assurance in all products delivered. The Administrator III may serve as liaison regarding administrative issues related to purchasing, personnel, facilities, and operations. The Administrator may manage supply and travel accounts and documentation. The work requires knowledge of administrative principles, policies, and procedures, and the application of a variety of automated and non-automated tools, forms and templates. Administrators must be able to communicate verbally and non-verbally in a clear, concise and professional manner, exercising the decorum required of a professional work environment.

Program Manager I

Education: Associate's Degree or equivalent

Experience: Minimum of two (2) years of experience

Daily job duties: Program Manager I personnel work under the supervision of a more senior program manager to perform general program/project management and administration tasks such as tracking cost and schedule variances, developing briefings and reports, and monitoring assigned aspects of program performance. Program Managers are responsible for the cost, schedule and performance of a program or function or collection of programs or functions at one or more company or customer locations. Program Managers direct the efforts of administrative and professional staff in carrying out the tasks necessary to meet program milestones. Program Managers communicate orally and in writing with all levels of company and customer staff and management, preparing and delivering high quality oral presentations and briefings and clear, concise and accurate written reports. Program Managers participate in or lead various performance improvement programs and initiatives consistent with the customer's objectives.

Program Manager II

Education: Bachelor's Degree or equivalent

Experience: Minimum of eight (8) years of experience

Daily job duties: A Program Manager II operates with substantial independence to manage large, complex programs or families of programs. Program Managers are responsible for the cost, schedule and performance of a program or function or collection of programs or functions at one or more company or customer locations. Program Managers direct the efforts of administrative and professional staff in carrying out the tasks necessary to meet program milestones. Program Managers identify potential risks which might disrupt or delay performance or increase costs, develop and implement sound risk mitigation strategies, and monitor overall risk levels. Program Managers communicate orally and in writing with all levels of company and customer staff and management, preparing and delivering high quality oral presentations and briefings and clear, concise and accurate written reports. Program Managers participate in or lead various performance improvement programs and initiatives consistent with the customer's objectives.

Program Manager III

Education: Master's Degree or equivalent

Experience: Minimum of 12 years of experience

Daily job duties: Senior Program Managers operate with substantial independence to manage large, complex programs or families of programs. Program Managers are responsible for the cost, schedule and performance of a program or function or collection of programs or functions at one or more company or customer locations. Program Managers direct the efforts of administrative and professional staff in carrying out the tasks necessary to meet program milestones. Program Managers manage people and other resources to accomplish the tasks necessary to complete the program, project or function on time and within the specified cost parameters. Program Managers identify potential risks which might disrupt or delay performance or increase costs, develop and implement sound risk mitigation strategies, and monitor overall risk levels. Program Managers communicate orally and in writing with all levels of company and customer staff and management, preparing and delivering high quality oral presentations and briefings and clear, concise and accurate written reports. Program Managers participate in or lead various performance improvement programs and initiatives consistent with the customer's objectives.

Analyst I

Education: Associate's Degree or equivalent

Experience: Minimum of zero (0) years of experience

Daily job duties: The Analyst applies management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements. Analyst disciplines include but are not limited to engineering analysis, requirements analysis, risk analysis, logistics, modeling and simulation, operations research, environmental analysis, planning, configuration/data management, defense/intelligence analysis, policy analysis, project control, business process reengineering and scheduling.

Analyst II

Education: Bachelor's Degree or equivalent

Experience: Minimum of four (4) years of experience

Daily job duties: The Analyst II applies management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements. The Analyst II determines client needs, mission requirements and operational activities to obtain a quantitative, rational basis for decision making, project planning, risk mitigation and resource allocation. Analyst disciplines include but are not limited to engineering analysis, requirements analysis, risk analysis, logistics, modeling and simulation, operations research, environmental analysis, planning, configuration/data management, defense/intelligence analysis, policy analysis, project control, business process reengineering and scheduling.

Analyst III

Education: Master's Degree or equivalent

Experience: Minimum of eight (8) years of experience

Daily job duties: The Analyst applies management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements. The Analyst determines client needs, mission requirements and operational activities to obtain a quantitative, rational basis for decision making, project planning, risk mitigation and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems, functional and organizational processes and projects. Develops and designs project plans to achieve performance based objectives and requirements that enhance system or organizational performance and service levels. Analyst disciplines include but are not limited to engineering analysis, requirements analysis, risk analysis, logistics, modeling and simulation, operations research, environmental analysis, planning, configuration/data management, defense/intelligence analysis, policy analysis, project control, business process reengineering and scheduling.

Engineering Technician I

Education: Associate's Degree or equivalent

Experience: Minimum of one (1) year of experience

Daily job duties: The Engineering Technician provides deployment, fielding, installation, operation and field support on systems, system elements, interfacing systems, components, devices and processes. Conducts installation and preventive and remedial maintenance of systems/equipment and provides associated training to customer personnel.

Engineer I

Education: Bachelor's Degree or equivalent

Experience: Minimum of zero (0) years of experience

Daily job duties: Performs engineering tasks, research, studies and analysis that provide engineering, technical, and managerial direction for problem definition, analysis, requirement development, and implementation for complex systems in the engineering disciplines. These tasks are required to meet technical requirements in support of associated large-scale mission critical projects. Engineering disciplines include but are not limited to electrical, communications (voice, data, and video), nuclear, radar, mission, environmental, aircraft integration, hardware, industrial, logistics, materials, mechanical, production and manufacturing, and reliability.

Engineer III

Education: Master's Degree or equivalent

Experience: Minimum of 10 years of experience

Daily job duties: Performs engineering tasks, research, studies and analysis that provide engineering, technical, and managerial direction for problem definition, analysis, requirement development, and implementation for complex systems in the engineering disciplines. These tasks are required to meet technical requirements in support of associated large-scale mission critical projects. Makes recommendations and advises on system development, improvements, optimization, or support efforts. Performs risk assessments and analysis employing modeling and simulation techniques. Engineering disciplines include but are not limited to electrical, communications (voice, data, and video), nuclear, radar, mission, environmental, aircraft integration, hardware, industrial, logistics, materials, mechanical, production and manufacturing, and reliability.

Functional Specialist I

Education: Associate's Degree or equivalent

Experience: Minimum of two (2) years of experience

Daily job duties: The Functional Specialist category is a broad description encompassing a variety of functional areas, including Acquisition Support, Contracting Support, Financial Management Support, Logistics Support, Operational Planning and Support, Configuration Management Support, and Data Management Support.

Acquisition Support Specialists support the acquisition of complex technologies and systems for our clients. Acquisition Support Specialists advise clients on all aspects of program planning and execution, to include strategic planning, acquisition planning, budgeting, scheduling, performance measurement, technology planning.

Contracting Support Specialists analyze requirements, develop procurement strategy, develop procurement documents, negotiate, and administer contracts, supporting the formulation and maintenance of effective contractual relationships between the company or client and other parties. The work requires knowledge of acquisition principles, policies, procedures, negotiation strategies, reform initiatives, regulatory requirements, contracting methods, and contract types.

Financial Management Specialists The Financial Management Specialist uses commercially-available, tailored or client-proprietary automated and non-automated tools and techniques to support the organization's financial needs. Work requires the technical capability to independently plan, organize, complete, and present assessments of cost, budget and schedule implications, and prepare, analyze, interpret, and reconcile budgetary or financial data.

Logistics Support Specialists analyze system technical characteristics and operational employment scenarios to ensure systems developed are operationally-suitable and plan for, acquire, or develop the full range of support items required to operate, maintain and sustain complex systems throughout their life cycle.

Operational Planning and Support Specialists apply their in-depth knowledge of operations to influence system technical requirements, develop system or personnel employment and deployment concepts, develop or influence technical and operational architectures, and improve operational performance.

Configuration and Data Support Specialists apply their knowledge of system design considerations to ensure that all system design changes are tracked throughout the development process, ensuring that a suitable strategy is developed to ensure design, manufacturing, and test documentation is available and accurate to support production and life cycle support requirements.

Spectrum Management Specialists verify technical equipment specifications to ensure the data provided in spectrum applications are correct. Analyzes the frequencies already assigned in the proposed operational area for compatibility, considering emission, power, location of transmitters, height of antennas, aircraft operation altitude, and other critical equipment operating characteristics. Selects frequencies and identifies alternatives to fulfill new frequency requirements.

Functional Specialist II

Education: Bachelor's Degree or equivalent

Experience: Minimum of five (5) years of experience

Daily job duties: Functional Specialists communicate orally and in writing with all levels of company and customer staff and management, preparing and delivering high quality oral presentations and briefings and clear, concise and accurate written reports.

Acquisition Support Specialists support the acquisition of complex technologies and systems for our clients. Acquisition Support Specialists advise clients on all aspects of program planning and execution, to include strategic planning, acquisition planning, budgeting, scheduling, performance measurement, technology planning, risk management, organizational development, and program security.

Contracting Support Specialists analyze requirements, develop procurement strategy, develop procurement documents, negotiate, and administer contracts, supporting the formulation and maintenance of effective contractual relationships between the company or client and other parties. The work requires knowledge of acquisition principles, policies, procedures, negotiation strategies, reform initiatives, regulatory requirements, contracting methods, and contract types.

Financial Management Specialists perform the planning, programming, budgeting, book-keeping, accounting, document maintenance, cost reporting and schedule variance analysis tasks required to support company or client projects or programs. The Financial Management Specialist uses commercially-available, tailored or client-proprietary automated and non-automated tools and techniques to support the organization's financial needs. Work requires the technical capability to independently plan, organize, complete, and present assessments of cost, budget and schedule implications, and prepare, analyze, interpret, and reconcile budgetary or financial data.

Logistics Support Specialists analyze system technical characteristics and operational employment scenarios to ensure systems developed are operationally-suitable and plan for, acquire, or develop the full range of support items required to operate, maintain and sustain complex systems throughout their life cycle. Logistics Support Specialists plan for system maintenance, training support, supply support, tools and test equipment, technical data, and packaging, storage, handling and transportation.

Operational Planning and Support Specialists apply their in-depth knowledge of operations to influence system technical requirements, develop system or personnel employment and deployment concepts, develop or influence technical and operational architectures, and improve operational performance.

Configuration and Data Support Specialists apply their knowledge of system design considerations to ensure that all system design changes are tracked throughout the development process, ensuring that a suitable strategy is developed to ensure design, manufacturing, and test documentation is available and accurate to support production and life cycle support requirements.

Spectrum Management Specialists verify technical equipment specifications to ensure the data provided in spectrum applications are correct. Analyzes the frequencies already assigned in the proposed operational area for compatibility, considering emission, power, location of transmitters, height of antennas, aircraft operation altitude, and other critical equipment operating characteristics. Selects frequencies and identifies alternatives to fulfill new frequency requirements. Coordinate frequency related issues with government and non-government agencies. Knowledge of the National Telecommunications and Information Administration (NTIA) Manual of Procedures for Federal Radio

Functional Specialist III

Education: Master's Degree or equivalent

Experience: Minimum of eight (8) years of experience

Daily job duties: The Functional Specialist category is a broad description encompassing a variety of functional areas, including Acquisition Support, Contracting Support, Financial Management Support, Logistics Support, Operational Planning and Support, Configuration Management Support, and Data Management Support. Functional Specialists communicate orally and in writing with all levels of company and customer staff and management, preparing and delivering high quality oral presentations and briefings and clear, concise and accurate written reports.

Acquisition Support Specialists support the acquisition of complex technologies and systems for our clients. Acquisition Support Specialists advise clients on all aspects of program planning and execution, to include strategic planning, acquisition planning, budgeting, scheduling, performance measurement, technology planning, risk management, organizational development, and program security.

Contracting Support Specialists analyze requirements, develop procurement strategy, develop procurement documents, negotiate, and administer contracts, supporting the formulation and maintenance of effective contractual relationships between the company or client and other parties. The work requires knowledge of acquisition principles, policies, procedures, negotiation strategies, reform initiatives, regulatory requirements, contracting methods, and contract types.

Financial Management Specialists perform the planning, programming, budgeting, book-keeping, accounting, document maintenance, cost reporting and schedule variance analysis tasks required to support company or client projects or programs. The Financial Management Specialist uses commercially-available, tailored or client-proprietary automated and non-automated tools and techniques to support the organization's financial needs. Work requires the technical capability to independently plan, organize, complete, and present assessments of cost, budget and schedule implications, and prepare, analyze, interpret, and reconcile budgetary or financial data.

Logistics Support Specialists analyze system technical characteristics and operational employment scenarios to ensure systems developed are operationally-suitable and plan for, acquire, or develop the full range of support items required to operate, maintain and sustain complex systems throughout their life cycle. Logistics Support Specialists plan for system maintenance, training support, supply support, tools and test equipment, technical data, and packaging, storage, handling and transportation.

Operational Planning and Support Specialists apply their in-depth knowledge of operations to influence system technical requirements, develop system or personnel employment and deployment concepts, develop or influence technical and operational architectures, and improve operational performance.

Configuration and Data Support Specialists apply their knowledge of system design considerations to ensure that all system design changes are tracked throughout the development process, ensuring that a suitable strategy is developed to ensure design, manufacturing, and test documentation is available and accurate to support production and life cycle support requirements.

Spectrum Management Specialists verify technical equipment specifications to ensure the data provided in spectrum applications are correct. Analyzes the frequencies already assigned in the proposed operational area for compatibility, considering emission, power, location of transmitters, height of antennas, aircraft operation altitude, and other critical equipment operating characteristics. Selects frequencies and identifies alternatives to fulfill new frequency requirements. Coordinate frequency related issues with government and non-government agencies. Knowledge of the National Telecommunications and Information Administration (NTIA) Manual of Procedures for Federal Radio Frequency Management is required.

Subject Matter Expert I

Education: Bachelor's Degree or equivalent

Experience: Minimum of 10 years of experience

Daily job duties: Subject Matter Experts serve as technical or management experts on executive-level project teams providing technical or management direction, analysis, research, interpretation and alternatives for exceptionally complex problems and processes relating to the subject matter. SMEs generate strategies for enhanced operations in a cross-functional area mode throughout the organization and utilize their specialized expertise to assess the operational and functional baseline for clients and their organizational components. SMEs develop advanced technological or management concepts, principles, and solutions to complex problems which are highly innovative and ingenious and guide their development into a final product/solution. The SME has domain, management and expert technical knowledge of functional areas and programmatic knowledge practice-wide.

Subject Matter Expert II

Education: Master's Degree or equivalent

Experience: Minimum of 10 years of experience

Daily job duties: Subject Matter Experts serve as technical or management experts on executive-level project teams providing technical or management direction, analysis, research, interpretation and alternatives for exceptionally complex problems and processes relating to the subject matter. SMEs generate strategies for enhanced operations in a cross-functional area mode throughout the organization and utilize their specialized expertise to assess the operational and functional baseline for clients and their organizational components. SMEs develop advanced technological or management concepts, principles, and solutions to complex problems which are highly innovative and ingenious and guide their development into a final product/solution. Subject Matter Experts operate independently in a specific functional area or a domain including but not limited to engineering, information assurance, logistics, modeling and simulation, network/communications, quality assurance, requirements analysis, risk analysis, systems design and development, operations research, configuration/data management, defense/intelligence analysis, business process reengineering, financial management, planning, policy analysis and test and evaluation.

Subject Matter Expert III

Education: PhD or equivalent

Experience: Minimum of 10 years of experience

Daily job duties: Subject Matter Experts serve as technical or management experts on executive-level project teams providing technical or management direction, analysis, research, interpretation and alternatives for exceptionally complex problems and processes relating to the subject matter. SMEs generate strategies for enhanced operations in a cross-functional area mode throughout the organization and utilize their specialized expertise to assess the operational and functional baseline for clients and their organizational components. SMEs develop advanced technological or management concepts, principles, and solutions to complex problems which are highly innovative and ingenious and guide their development into a final product/solution. The SME has domain, management and expert technical knowledge of functional areas and programmatic knowledge practice-wide. Subject Matter Experts operate independently in a specific functional area or a domain including but not limited to engineering, information assurance, logistics, modeling and simulation, network/communications, quality assurance, requirements analysis, risk analysis, systems design and development, operations research, configuration/data management, defense/intelligence analysis, business process reengineering, financial management, planning, policy analysis and test and evaluation.

Experience or combination of Education & Experience to be substituted:	Can be substituted for:
High School Diploma plus an additional four years of related experience	Associate's Degree
Associate's Degree plus an additional four years of related experience	Bachelor's Degree
Bachelor's Degree plus an additional four years of related experience	Master's Degree
Master's Degree plus an additional six years of related experience	Doctorate (PhD)

Cumulative related experience identified for each subsequent level above can be aggregated to substitute for higher level requirements. For example, an Associate's Degree plus eight additional years of additional related experience can be substituted for a Master's Degree if HR determines that the quality of the related experience justifies the substitution.