

**LABOR CATEGORIES: Minimum Requirements**

<b>Labor Category</b>	<b>Minimum Requirements</b>	<b>Education</b>	<b>Experience</b>
<b>Program Manager</b>	<p>The Program Manager is a senior level manager within the company who has a minimum of fifteen (15) years experience, including ten (10) years of demonstrated management experience or project level management in major systems. The Program Manager must show completion of a full four year course of study in an accredited college or university leading to a bachelors or higher degree in business, management, engineering, or science and 10 years experience in Senior positions in Government Program Offices or other non-government organizations closely related to the Defense Acquisition Process. The Program Manager must be knowledgeable of the program acquisition life cycle process as addressed in the DoDD 5000 series.</p> <p>This position also requires knowledge of the Federal Acquisition Regulations (FAR), Department of Defense (DoD) regulations, requirements, policies and procedures, cost and schedule estimating, systems disciplines, engineering specifications and commercial practices relating to weapon systems procurement and production.</p> <p>The Program Manager shall be knowledgeable of overall organization, direction, and requirements of the contract efforts. Experience in interfacing directly with the government designated representatives and supervising various task order activities is also required.</p>	BS/BA	15 Years
<b>Task Order/Project Leader</b>	<p>The Task Order/Project Leader must have a minimum of 12 years experience in directing large analysis efforts in defense acquisition and sustainment programs. This individual must have completed a full four year course of study in an accredited college or university leading to a bachelors or higher degree in acquisition, logistics, business, management, engineering, science or the appropriate field of expertise relative to the task as stated in the task order. [An advanced degree combined with the</p>	BS/BA MS PHD	12 Years 10 Years 8 Years

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	task order related experience may be used in lieu of the above stated degree curriculum requirements.]		
<b>Principal Engineer/Scientist</b>	<p>The Principal Engineer/Scientist shall have a Ph.D., MS or BS Degree in a recognized engineering or scientific discipline and 10 years (Ph.D.), 15 years (MS), or 20 years (BS) experience in complex weapon system engineering, design, analysis, performance or test and evaluation. The engineer/scientist must possess at least 2 years of managerial/ supervisory experience sufficient to ensure positive direction of subordinates. The engineer/scientist shall be used in those requirements where an extremely high level of expertise is necessary to perform designated tasks. Duties shall be comparable to those of the senior engineer/scientist but at an advanced level of skill, requiring a higher level of experience and/or education.</p> <p>A Principal Engineer must have received an engineering degree from an accredited program of study.</p> <p>A Principal Scientist must have received a science degree from an accredited college or university.</p>	BS  MS  PHD	20 Years  15 Years  10 Years
<b>Senior Engineer/Scientist</b>	<p>The Senior Engineer/Scientist is responsible for formulation of the opinions, decisions and ultimate performance of the task specified in the statement of work contained in the task order. The position requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration. Senior engineers/scientists must have a minimum of 15 years of experience, in their related field of expertise, at the program/project level in major systems.</p> <p>A Senior Engineer must have received an engineering degree from an accredited program of study.</p> <p>A Senior Scientist must have received a science degree from an</p>	BS MS PHD	15 Years 12 Years 8 Years

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	accredited college or university.		
<b>Engineer/Scientist</b>	<p>The Engineer/Scientist must have appropriate education and experience to receive guidance from senior level managers/engineers/scientists and work independently to accomplish assigned tasks. The Engineer/Scientist must have a minimum of 10 years of related job experience. However, the engineer/scientist job related experience must have been gained after receiving the task related degree in engineering from an accredited institution.</p> <p>An Engineer must have received an engineering degree from an accredited program of study.</p> <p>A Scientist must have received a science degree from an accredited college or university.</p>	BS MS PHD	10 Years 8 Years 5 Years
<b>Journeyman Engineer/Scientist</b>	<p>The Journeyman Engineer/Scientist must have appropriate education and experience to receive guidance from higher level managers/engineers/scientists and work independently to accomplish assigned tasks. The Journeyman Engineer/Scientist must have a minimum of 4 years of related job experience. However, the journeyman engineer/scientist job related experience must have been gained after receiving the task related degree in engineering from an accredited institution.</p> <p>A Journeyman Engineer must have received an engineering degree from an accredited program of study.</p> <p>A Journeyman Scientist must have received a science degree from an accredited college or university.</p>	BS MS PHD	4 Years 2 Years 0 Years

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<b>Entry Level Engineer/Scientist</b>	<p>The Entry Level Engineer/Scientist must receive guidance from senior level managers and/or engineers and work as part of a team to accomplish assigned tasks.</p> <p>An Entry Level Engineer must have received an engineering degree from an accredited program of study.</p> <p>An Entry Level Scientist must have received a science from an accredited college or university.</p>	BS	0 Years
<b>Co-Op Engineer/Scientist</b>	<p>The Engineer Co-Op must be enrolled and completed one (1) year of education in an accredited program of engineering study. The Scientist Co-Op must be enrolled and completed one (1) year of education in a science major from an accredited college or university.</p> <p>The Coop Engineer/Scientist must have a minimum 3.0 grade point average out of a 4.0. Must be enrolled in an official cooperative education/training program at the accredited college or university.</p>	Pursuing a BS or Higher Advanced Degree	0 Years
<b>Senior Technical Specialist</b>	<p>High school graduate with technical/military school experience in military equipment related disciplines with 10 years experience directly related to task order requirements. Individual may be required to possess specialized certifications.</p>	HS or equivalent	10 Years
<b>Technical Specialist</b>	<p>High School graduate with technical/military school experience in military equipment related disciplines with 5 years experience directly related to requirements. Works to perform detailed information search, correlation, interpretation of technical data and the preparation of technical documentation.</p>	HS or equivalent	5 Years

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<b>Senior Analyst/ Logistician/ Specialist</b>	<p>The Senior Level Analyst/Logistician/ Programmer/Specialist/ is responsible for formulation of the opinions, decisions and ultimate performance of the task specified in the statement of work contained in the task order. This labor category requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration. The senior person must have a minimum of 8 years of task related experience and show completion of a full 4 year course of study in an accredited college or university leading to a bachelors or higher degree appropriate to the field of expertise, acquisition, logistics, business or management, as it relates to the task stated in the task order. *Three additional years of task related experience (a total of eleven years ) may be used in lieu of a bachelors degree from an accredited college or university.</p>	BS/BA  HS or equivalent*	8 Years  11 Years
<b>Journeyman Analyst/ Logistician/ Specialist</b>	<p>Journeyman persons will have appropriate education and experience to receive guidance from senior level managers and work independently to accomplish assigned tasks. The Journeyman persons must have a bachelors degree in the task related discipline and have a minimum of 3 years of task related job experience. *Three additional years of task related experience (a total of six years ) may be used in lieu of a bachelors degree from an accredited college or university</p>	BS/BA  HS or equivalent*	3 Years  6 Years
<b>Entry Level Analyst/ Logistician/ Specialist</b>	<p>The Entry Level persons receive guidance from senior level managers and/or engineers and work as part of a team to accomplish assigned tasks. The Entry Level persons must have a bachelors degree in the task related discipline or *three years of task related experience.</p>	BS/BA  HS or equivalent*	0Years  3 Years
<b>Senior Programmer</b>	<p>The Senior Programmer is responsible for formulation of the opinions, decisions and ultimate performance of the task</p>	BS/BA	8 Years

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	<p>specified in the statement of work contained in the task order. This labor category requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration. The senior programmer must have a minimum of 8 years experience and show completion of a full 4 year course of study in an accredited college or university leading to a bachelors or higher degree appropriate to the task stated in the task order. *Three additional years of task related experience (a total of eleven years ) may be used in lieu of a bachelors degree from an accredited college or university.</p>	HS or equivalent*	11 Years
<b>Journeyman Programmer</b>	<p>Journeyman programmer will have appropriate education and experience to receive guidance from senior level managers/programmers and work independently to accomplish assigned tasks. The Journeyman programmer must have a bachelors degree in the task related discipline and have a minimum of 3 years of task related job experience. *Three additional years of task related experience (a total of six years ) may be used in lieu of a bachelors degree from an accredited college or university</p>	BS/BA  HS or equivalent*	3 Years  6 Years
<b>Administrative Support</b>	<p>This labor category encompasses support such as secretaries, clerks, and computer operators plus other administrative related job categories which are essential to accomplishing the assigned tasks (support of contractor personnel only).</p>	HS or Equivalent	N/A

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<b>Subject Matter Expert</b>	A Subject Matter Expert is a highly skilled individual who has an acknowledged specialized acquisition, logistics, and/or technological expertise in the specific functional tasks required for performance in an individual task order. Such individual should possess unique capability or experience not available under basic labor categories set forth in Section B of the contract. It is anticipated that such individual possess an advanced degree (Master or Doctorate) in either a technical, business, or management area, from an accredited college or university; or a BS degree in an engineering or technical field from an accredited college or university; or *15 or more years of defense/industrial or acquisition experience in the field of expertise.	BS/MS/PhD  HS or equivalent*	0 Years  15 Years
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